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THE Labour Gazette

VOL. 47²

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Department of Labour

Functions of the Department of Labour

The Department of Labour of Canada has functioned for forty-seven years as the agency of the Federal Government charged with the administration of labour legislation. During the war the Department's activities were widely expanded. The functions of the principal branches of the Department and agencies associated with it are:—

Industrial Relations.—Under the direction of the Wartime Labour Relations Board (National), the Industrial Relations Branch is charged with the administration of the Wartime Labour Relations Regulations, P.C. 1003, which provide for the certification of employees' bargaining representation and the establishment of Boards of Conciliation for the settlement of disputes.

The Branch also administers the Conciliation and Labour Act, Chap. 110, R.S.C., 1927, which empowers the Minister of Labour to inquire into the causes and circumstances of a dispute and take measures considered expedient to effect a settlement. For the purpose of administering the Act, the Department maintains a staff of Industrial Relations Officers at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, and Sydney. The office of the Director of Industrial Relations is located in Ottawa.

The administration of the Fair Wages and Hours of Labour Act, 1935, and Order in Council P.C. 7679 governing the application of minimum rates of pay to all employees of Government contractors and subcontractors, are also administered by the Industrial Relations Branch.

Wartime Labour Relations Board (National).—This Board, together with Provincial Labour Relations Boards, administers the Wartime Labour Relations Regulations, P.C. 1003.

Statistics and Research.—The collection and publication of statistics of employment, wages, hours, strikes and lockouts, industrial agreements, and labour organization; the conduct of industrial relations and labour conditions; the collection and publication of information on these subjects.

Labour Gazette.—The monthly publication of the labour-industrial situation throughout the Dominion. The Gazette provides a review of the labour situation.

Legislation.—Analysis and publication of labour laws in Canada and abroad.

Canadian Vocational Training.—The administration of the Vocational Training Act, 1940. Provincial co-operation include: training of apprentices; retraining of foremen and supervisors; training of students.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service.

National Employment Service.—Authorized by the Unemployment Insurance Act, 1940, and operated by the Unemployment Insurance Commission, under the direction of the Minister of Labour.

Wartime Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for war industries and the government service.

Industrial Production Co-operation Board.—Encourages the formation of labour-management production committees in Canadian industry through the use of a field staff and informational material.

Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization.—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

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THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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JULY, 1947

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Notes of Current Interest

Minister of Labour on high level of employment in Canada

Hon. Humphrey Mitchell, Minister of Labour.

The Minister reported that at the end of March, 1947, about 4,565,100 persons were employed in Canada and by the end of May unplaced applicants registered with the National Employment Service totalled only 127,500—30,000 fewer than at the beginning of the month and about 88,000 fewer than at the same time in 1946.

Mr. Mitchell stated that during the early part of March, when the full effects of the seasonal lull in employment are usually felt, only three per cent of the total civilian labour force was out of work as compared with about five per cent during the same period in 1946. At the same time, the Minister pointed out, during the lowest post-war point in employment which occurred in March, 1946, the total employment figure was still 40 per cent higher than the 1939 average.

The Minister said, "Unemployment is rapidly dropping to the level where the unemployed group is made up of persons temporarily out of work while changing jobs, or through occupational or vocational immobility. This is consistent with a situation of full employment."

Mr. Mitchell said the outlook for the remainder of 1947 suggested a continuation

of high employment. The large employers of Canada have indicated that they intend to increase their employment during 1947. Employment forecasts in manufacturing industries have indicated an increase of 5.7 per cent by October 1, as compared with employment at February 1. This rise in terms of actual workers represents about 60,000 jobs.

In 1946, the construction industry completed about 60,000 homes. This year it is planning to complete 80,000. Last year investments in durable physical assets were about eleven hundred million dollars (\$1,100,000,000). This year business enterprises forecast that investments will reach approximately seventeen hundred million (\$1,700,000,000). Mr. Mitchell also pointed out that the overall supply of materials was much better this year with physical reconversion completed. Exports reached a value of five hundred and ninety-seven million dollars (\$597,000,000) during the first quarter of 1947 as against five hundred and twenty million (\$520,000,000) for the same period in 1946.

Agreement makes employees liable for illegal strikes

A unique collective agreement which provides for personal responsibility of individual employees for damages suffered by the employer as a result of an illegal or sympathy strike has been concluded between M. D. Muttart Ltd., an Edmonton lumber firm and its 90 employees, members of Local 4, Amalgamated Building and Construction Workers Union (CCL).

In a clause prohibiting strikes or lockouts during the currency of the agreement, each employee, by virtue of his signing the agreement, pledges himself not to take part, join in, or support any illegal or sympathy strike or breach of contract and engages his personal liability in damages in the event of violation. The relatively small number of workpeople involved permits this collective agreement to embody individual contracts.

It is mutually agreed that determination of illegality shall remain outside the competence of the parties and that an illegal strike shall be one so defined by Provincial or Dominion statutes or regulations.

Under the terms of the agreement the Company can, however, sue any individual employees for damages, physical or otherwise, arising from actions contrary to their signed pledges.

The agreement also provides for voluntary revocable check-off of union dues, and for arbitration of grievances. Signing the agreement were the Company, the president, secretary and business agent of the Union, members of the bargaining committee and all the employees.

Increase in farm wage rates

Scarcity of labour and the maintenance of a high level of farm income pushed the May wage rates for farm workers to their highest

level since comparable statistics became available in 1940, according to figures released recently by the Dominion Bureau of Statistics. With the month of August usually marking the high point for farm wages in any year, it is significant that current May wages in many provinces were approximately the same as those prevailing at August 15, 1946.

Except in the case of monthly wages with board, British Columbia led the Dominion, rates in Prince Edward Island being lowest. The average rates for Canada as reported at May 15 were \$3.59 per day and \$77.01 per month where the employer provided the board as compared with rates of \$3.25 and \$71.36, respectively at the same date a year ago. Where the employee provided his own board, the average rates were \$4.55 per day and \$103.96 per month, respectively, as against \$4.15 and \$96.27 at May 15, 1946.

Employment and Industrial Statistics

The accompanying table contains the latest available statistics reflecting industrial conditions in

Canada. Figures are shown for certain months in the current year as compared with the corresponding period in 1946.

Business activity continued at a high level in May according to available indicators. The upward trend movement in wholesale prices which became more rapid as controls were removed continued during the month. Employment was down somewhat from the previous month but was still higher than for any May in the record. Per capita weekly earnings, reflecting increases in wages and high employment, were at the highest level since the record was begun in 1941. Railway traffic as indicated by car loadings was also heavy.

Employment and Earnings.—The index of industrial employment, calculated by the Dominion Bureau of Statistics, stood at 179.7 at May 1, as compared with 180.7 at April 1 and 169.3 at May 1, 1946. The slight recession in the index for May in comparison with the previous month was largely the result of seasonal curtailment in logging operations, which more than offset increased employment in manufacturing, mining, communications, transportation, construction, hotels and restaurants, and certain other industries. Based on the 1926 average as 100, the index of 179.7 at May 1 was nevertheless the highest in the record for that date.

Reports from 17,612 employers showed combined staffs of 1,848,688 persons, a decrease of 10,818 from the total reported by the same firms at the beginning of April. The recession was 0.6 per cent and was accompanied by a decline of 0.1 per cent in the reported payrolls, from \$66,444,608 at April 1 to \$66,379,999 at May 1. The weekly average per employee at the date under review was \$35.91, as compared with \$35.73 in the previous month. Per capita figures at May 1 in earlier years were: 1946, \$32.05; 1945, \$32.53; 1944, \$32.26; 1943, \$30.59 and 1942, \$28.59.

Prices.—The general index of wholesale prices, based on the 1926 average as 100, was 125.3 in May as compared with 122.9 in April and 109.0 in May, 1946. The index of wood products advanced 7.2 points from 153.8 in April to 161.0 in May, due to increased prices for cedar lumber, ground-wood pulp and fir lumber. The index of animal products rose from 124.5 in April to 128.0 in May reflecting higher prices for butter, canned milk, eggs and live stock, partially offset by decreased prices for raw furs and canned lobster. The index of chemical products was unchanged at 103.9 while the indexes of iron products and vegetable products advanced respectively from 133.5 to 133.7 and 110.6 to 111.4. A decrease in the price of silver was reflected in the index of non-ferrous metals which

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1947			1946		
	June	May	April	June	May	April
Employment—						
Index ¹		179.7	180.7	169.9	169.3	168.9
Labour force.....000				4,828		
No. employed.....000				4,702		
No. employed, paid workers.....000				3,154		
Unemployment—						
No. unemployed (labour force survey).....000				126		
Unplaced applicants.....No.	127,529	157,757	182,139	210,751	243,066	266,027
Unfilled vacancies.....No.	102,461	92,257	81,814	115,277	112,219	82,483
Unemployment insurance claims.....No.	59,410	82,276	103,291	98,810	123,950	154,820
Unemployment in trade unions.....%			1.8			1.9
Earnings and Hours—						
Index aggregate weekly payrolls ²		163.7	163.9	136.6	137.6	139.1
Per capita weekly earnings.....\$		35.91	35.73	31.68	32.05	32.48
Average hourly earnings.....Cents		78.3	77.6	69.1	68.9	68.4
Average hours worked per week.....		43.2	43.2	42.0	43.0	44.4
Prices—						
Wholesale index ¹		125.3	122.9	109.3	109.0	108.4
Cost of living index ³	134.9	133.1	130.6	123.6	122.0	120.8
Industrial Production³		174.8	177.6	156.4	161.5	165.8
Mineral production.....		110.3	115.3	100.5	101.8	113.2
Manufacturing.....		185.6	188.9	165.4	171.5	175.2
Electric power.....		180.4	174.6	164.5	166.5	164.1
Retail sales, unadjusted.....		248.0	224.3	216.5	217.1	212.0
Retail sales, adjusted ⁴		234.3	228.8	210.5	208.5	211.6
Wholesale sales.....		280.8	268.8	241.5	259.8	238.3
Production—						
Electric power.....000 k.w.h.		3,917,499	3,727,245	3,415,306	3,615,777	3,506,258
Construction contracts awarded.....\$000	75,541	64,206	52,911	66,402	82,199	75,919
Pig iron.....tons		160,230	160,749	129,890	159,101	142,240
Steel ingots and castings.....tons		244,076	252,156	214,861	259,626	247,519
Inspected slaughterings, cattle.....No.		88,565	94,615	103,666	76,851	87,748
Hogs.....		405,824	417,881	280,132	389,377	416,102
Flour production.....000 bbl.		2,625	2,399	2,184	2,344	2,217
Newsprint.....tons	355,606	384,520	369,490	334,207	359,943	337,862
Cement, producers' shipments.....000 bbl.		1,291	1,060	1,460	1,536	1,002
Automobiles and trucks.....No.			22,404	15,585	20,022	16,830
Timber scaled in B.C.....000 F.B.M.			388,003	104,438	228,427	291,447
Gold.....oz.		268,569	255,177	234,383	240,339	238,216
Copper.....000 lb.		40,863	40,484	30,886	30,993	31,887
Lead.....000 lb.		25,672	25,850	30,928	30,050	30,864
Nickel.....000 lb.		19,770	20,043	15,189	14,734	18,480
Zinc.....000 lb.		35,943	36,341	39,262	40,905	41,595
Coal.....000 tons		859	851	1,259	1,396	1,588
Distribution—						
Trade, external, excluding gold.....\$000		511,500	419,000	326,430	363,034	341,028
Imports, excluding gold.....\$000		240,308	225,611	157,658	164,197	160,765
Exports, excluding gold.....\$000		267,807	190,900	166,697	196,978	178,488
Railways—						
Car loadings, revenue freight ⁴.....Cars	317,767	300,951	286,797	280,130	262,728	260,244
Banking and Finance—						
Common stocks, index ³	105.3	104.4	104.8	123.3	124.4	125.1
Preferred stocks, index ³		154.3	153.1	161.6	159.7	157.8
Bond yields, Dominion, index ³	84.3	84.6	84.8	84.9	85.1	84.3
Cheques cashed, individual accounts.....\$000	5,975,359	6,841,152	6,043,233	5,609,420	6,115,643	5,774,660
Bank loans, current, public.....\$000		1,622,696	1,581,200	1,147,716	1,140,356	1,113,796
Money Supply.....\$000		7,394,000	7,694,100	6,974,600	7,105,500	7,189,800
Circulating media in hands of public.....\$000		1,091,000	1,073,000	1,075,000	1,058,400	1,046,000
Deposits, notice.....\$000		3,682,000	3,637,300	3,363,500	3,305,700	3,237,508
Deposits, demand.....\$000		2,093,000	2,166,200	3,150,300	2,207,000	2,175,500
Other.....\$000		567,900	817,600	385,900	534,300	727,900

¹ Base 1926=100. ² Base, June, 1941=100. ³ Base, 1935-1939=100. ⁴ Figures are for four-week periods.

declined from 115.8 in April to 115.1 in May. The index of non-metallic minerals rose 3.1 points, from 108.3 to 111.4, due to higher prices for imported bituminous and western domestic coal, manufactured gas, asbestos covering and millboard. The index of producers' goods rose from 123.6 in April to 125.6 in May while the index of consumers' goods advanced from 110.8 to 112.5. The index of Canadian farm products showed an increase of 1.6 points, from 116.9 to 118.5.

The cost-of-living index, based on average prices for the years 1935 to 1939 as 100, rose a further 1.8 points, from 133.1 on May 1 to 134.9 on June 1. All six of the component groups recorded advances between May 1 and June 1. Foods rose from 154.9 to 157.7 as butter, eggs, potatoes and cabbages showed increases and oranges and lemons were slightly lower. Rentals rose from 115.4 to 117.8, fuel and light from 116.2 to 116.7, clothing from 140.0 to 142.4, home furnishings and services from 138.6 to 139.8 and miscellaneous items from 116.8 to 117.1. Individual items showing increases were men's suits, bedroom suites, studio couches and coal. The advance in the general index since August, 1939, was 33.8 per cent.

Changes in pensions for aged and blind persons

Under an amendment to the Old Age Pensions Act, adopted during the recent session of Parliament, changes are provided in the amounts payable and requirements for aged and blind persons.

Conditional on Dominion-provincial agreement, the Act increases the basic pension by \$5, of which the federal contribution is 75 per cent and the provincial contribution 25 per cent. The maximum federal contribution is thus increased to \$22.50 from its former level of \$18.75, the provincial contribution being raised to \$7.50 from \$6.25 and the total to \$30 from \$25. A province is, however, free to decide what amount of pension it should pay and may provide pensions higher than \$30 a month. In fact a number of provinces have for some time been paying supplemental allowances of \$5 a month or more.

The Act increases the amount of income which a pensioner is permitted to have, inclusive of pension, from \$425 to \$600 in the case of a single person and from \$350 to \$1,080 in the case of a married pensioner. The amounts are also raised in the case of blind pensioners. The eligible age for blind pensioners is reduced from 40 to 21.

Changes are also made in the residence provisions, making these more generous.

In introducing the legislation, the Minister of National Health and Welfare, Honourable

Paul Martin, said that at the end of March, 1947, 209,000 aged persons and 7,000 blind persons were in receipt of pensions and added that the new proposals if adopted in full by all provinces would result in an estimated increase to the pension rolls of between 60,000 and 65,000 additional persons, which would bring 50 per cent of the aged people in Canada under the benefits of the Act. The country would then be spending close to \$100,000,000 a year on old age pensioners and blind persons.

The Minister referred to the proposals that the Dominion Government had made to the provinces in August, 1945, at the time of the Dominion-Provincial Conference, for a program covering national health, public investment and social security (L.G., 1945, p. 1280).

As part of this program the Government had proposed a system whereby it would assume full responsibility for paying pensions to all persons over 70, without any means test, and joint responsibility on the means test basis with the provinces for pensions to persons between the ages of 65 and 69 and to the blind.

These proposals, he said, "are an integral part of the objectives in social security which this Government has set for itself as soon as satisfactory over-all arrangements on social security, fiscal and other matters can be made with the provinces."

Working conditions in pulp and paper and brewery products industries

Information on wage rates, hours of work, overtime, vacations with pay, sick leave, Sunday work, and the number of workers under collective agreement is published beginning on page 988 for the pulp and paper and the brewery products industries.

In previous years the Department of Labour has compiled annual statistics for wage rates and hours of labour; but this is the first time that information on the other working conditions has been published.

Similar information for other industries will appear in future issues of the LABOUR GAZETTE.

Booklet describes work of Canadian Vocational Training

An illustrated booklet entitled *Vocational and Pre-Matriculation Training of Canada's Veterans* was issued recently by the Vocational Training Branch of the Dominion Department of Labour. It is a chronicle of the work of the Canadian Vocational Training Branch carried out in co-operation with the provincial governments, designed to give employers of labour a knowledge of the well-trained personnel that are being made available through the vocational training schools.

The layout, printing, lithography, and binding of the booklet was done by the School of Graphic Arts of the Training and Re-establishment Institute, Toronto. Copies have been sent to employers and to labour leaders. A small edition is being prepared for limited, general circulation. A copy can be obtained from Mr. R. F. Thompson, Director, Canadian Vocational Training, Ottawa.

Progress in rehabilitation of veterans

The Veterans Rehabilitation Act, the legislation covering university and vocational training, awaiting returns allowances, out-of-work benefits and temporary incapacitation grants, provided assistance to a total of 336,698 veterans, with an average grant of \$297 per veteran, during the last fiscal year, the Department of Veterans Affairs announced recently. The greatest assistance was given to the 54,554 veterans taking university training, whose grants averaged \$603 per veteran, for a total of approximately \$32,885,000 in the year. The largest group assisted were the 152,323 who received out-of-work allowances at various times during the year. Average cost was \$154 per veteran, with a total cost of approximately \$23,450,000. These payments worked out to an average of a little less than ten weeks out-of-work allowances per veteran.

The second highest group in number was the group of 83,272 who were assisted while taking vocational training. The average cost per veteran under this heading was \$361, for a total of approximately \$30,060,000. There were 41,565 veterans who received assistance from the Department of Veterans Affairs in the way of awaiting returns grants. This is an allowance paid to veterans who start businesses of their own, go into farming or open professional practices. The average cost per veteran in this group was \$371, for a total of approximately \$13,000,000. The number of those who received allowances while temporarily incapacitated during the year was 4,984, at an average cost of \$70 per veteran, for a total of about \$350,000.

"Records from the universities just coming in show a very large number of the medals and scholarships being won by veteran students," the Minister, Right Hon. Ian Mackenzie, said. "The employment situation is extraordinarily good, and the number of those in receipt of out-of-work allowances is now down to 8,898, the lowest figure since general demobilization commenced. Of the number taken off the out-of-work allowances, only 10 per cent were taken off because their entitlement had expired. Therefore, it may be presumed that the vast majority of veterans are employed."

Veterans urged to complete CVT training

Officials in the Department of Veterans Affairs responsible for supervision of the training of veterans have expressed some concern over a tendency becoming apparent among veterans who have taken comparatively short courses in Canadian Vocational Training institutions to accept employment at high rates of wages, and to neglect to follow normal apprenticeship procedure. The officers explained that with employment conditions exceptionally good in many of the designated trades, veterans with only six months training are able to command wages almost equivalent to those of journeymen.

"This is fine from the veterans' standpoint at the present time," an official said, "but over the long term it may result in considerable hardship. The six months' course in CVT institutions does not give any trainee journeyman status and, while the veteran cannot be blamed for accepting employment at the highest possible wage available, it is, nevertheless, a fact that by foregoing the required apprenticeship which results in a reduced wage during the apprenticeship period, the veteran is jeopardizing his status in the years to come.

"There is also the possibility that provincial legislatures may enact laws which would force all workers in the designated trades, including certain building trades, to obtain a licence before they engage in their craft. If this legislation is passed, it is quite evident that the veterans who complete their apprenticeship in the normal way will be in a much better position than those who reach for the high wages now."

Reinstatement of war veterans by Algoma Steel Corporation

In connection with the reinstatement of their former employees who were members of the Armed Forces during the war, the Algoma Steel Corporation, Limited, of Sault Ste. Marie, Ontario, issued the following memorandum recently:—

"During the war years 2,118 employees left Algoma Steel for service in Canada's armed forces. Sixty-three employees were killed on active service. At April 30, 1947, 1,476 had been reinstated in their former occupations or given alternative employment in other departments. Five hundred and seventy-nine are not returning to the Corporation's employ or are unaccounted for.

"In addition to reinstating its own former employees, in the past 18 months the Corporation has given employment to an additional 469 ex-servicemen, representing 49 per cent of the total hirings in that period.

"Because one department, the Tin Plate Mill, was closed down during the war period and is not now operating, alternative employment had to be found for approximately 130 employees who enlisted from that department. By agreement with Local 2251, United Steelworkers of America, all former employees of this department have been reinstated in other departments with basic seniority over any employee not established in the department when the Tin Mill closed down.

"A few employees returned with physical disabilities attributable to war service. All such employees have been placed in employment suitable to their physical condition.

"Algoma Steel has experienced little difficulty in the placement of ex-service personnel. In some few cases the transition to civilian employment has required individual adjustment of the serviceman to his work. However, with management, superintendents, foremen and employees' bargaining agents actively co-operating, the reinstatement of former employees returning to the Corporation's employ after service in the armed forces has been effected with a high degree of satisfaction to all concerned."

Labour Congresses issue calls for conventions

Both the Trades and Labour Congress of Canada and the Canadian Congress of Labour have issued calls for their annual conventions for 1947.

The Trades and Labour Congress will convene its sixty-second annual convention in the Royal Connaught Hotel, Hamilton, Ontario, on September 24 and will continue their sessions daily until all the business of the convention is completed.

The Canadian Congress of Labour will hold its seventh regular convention in the Royal York Hotel, Toronto, commencing on Monday, the sixth day of October and continuing until its business is concluded.

C. A. L. Murchison appointed unemployment insurance commissioner

Hon. Humphrey Mitchell announced on June 23, the appointment of Mr. C. A. L. Murchison, K.C., of Ottawa, as a member of the Unemployment Insurance Commission.

The new Commissioner fills the vacancy on the Commission left by the resignation of Mr. G. W. Ritchie.

Mr. Murchison has a distinguished record in the service of the Dominion Government since 1941, when he came to Ottawa from Winnipeg to accept a position with the legal

division of the Wartime Prices and Trade Board, later being appointed Supervisor of Legal Offices.

He was transferred to the National War Labour Board in April, 1944, as Executive Assistant in Charge of Reviews and in June, 1945, became secretary of the Board. In October, 1946, Mr. Murchison was appointed chairman of the Board and remained in that position until the Board was disbanded this year.

Previous to 1941, Mr. Murchison practised law in Winnipeg. He was alderman of that city for ten years.

Judge Lindal, Chairman of National Employment Committee

The appointment of Judge W. J. Lindal, of Winnipeg, as Chairman of the National Committee, has been announced by the Unemployment Insurance Commission. His appointment

dates from July 1, 1947.

Judge Lindal has, for some time, been Chairman of the Prairie Regional Employment Committee, appointed by the Commission under the Unemployment Insurance Act.

The Chairmanship of the National Employment Committee, which is Advisory to the Unemployment Insurance Commission on matters pertaining to employment, has been held by Commissioner R. J. Tallon, who took office following the illness of the late Mr. Tom Moore during the summer of 1942. Mr. Tallon was appointed Acting Chairman and has retained that position up to the present time.

The National Employment Committee exercises general direction over five Regional and 67 Local Employment Committees. All are Advisory bodies on employment matters. Local Employment Committees are functioning in every part of the Dominion.

Appointments to U.I.C. Advisory Committee

Hon. Humphrey Mitchell, Minister of Labour, tabled in the House of Commons, on June 23, a copy of Order in Council P.C. 1980 of June 19, 1947, appointing the following persons as members of the unemployment insurance advisory committee, to hold office for a period of five years:

Chairman, Dr. W. A. Mackintosh, Kingston; alternate chairman, Dr. Arthur MacNamara, Ottawa; members: Mr. Percy Bengough, Ottawa, Mr. George Burt, Windsor; Mr. Romeo Vallee, Sherbrooke; Mr. Joseph A. Boivin, Montreal; Mr. James Hunter, Toronto; Mr. William S. Lavers, Halifax.

School for janitors in Montreal

Said to be the first and only one of its kind in Montreal, a bilingual training school for janitors and elevator operators was opened in April by the Service Employees International Union (AFL). According to a report in a recent issue of the *Montreal Standard*, the union, organized in April, 1946, is providing night classes to teach beginners how to wash, wax and dust a building in the easiest and most efficient manner. Two teachers, both former janitors and officials of the union, provide the instruction.

The union is negotiating with the management of certain large buildings in Montreal for higher wage standards, vacations with pay, sick benefit and a closed shop, on behalf of elevator operators, cleaners, watchmen and maintenance men.

Book on Canadian labour movement

Published under the auspices of the Department of Industrial Relations of the School of Social Sciences of Laval University, *Le Mouvement Ouvrier Canadien*, by Jean-Pierre Despres, is a 206-page volume dealing with Canadian labour.

After a treatment of the structure and history of the Canadian labour movement, the author discusses the principles and purposes of Canadian unionism, political action, and international relationships.

The book concludes with a chapter on the future of the Canadian labour movement, in which the author indicates that continuation of the wartime gains of labour, both in membership and prestige, depends on the organizations taking heed of the need for education of their members and for social responsibility.

Lengthy appendices give information on the Canadian labour market, careers in industrial relations, and the post-war programs of the Canadian labour organizations.

The book has a preface by Edouard Montpetit, and is published by Fides, 25 est, rue Saint-Jacques, Montreal 1, at a price of \$1.50.

Winnipeg employers to close for holidays

Notification has been given the Manitoba Labour Board by 50 Winnipeg employers that they intend to suspend operations temporarily in order to provide employees one week's vacation with pay as required by Provincial law (see p. 1020 of this issue). Such a simultaneous shut down, the employers contended, would be less disruptive to annual production than a staggered system of vaca-

tion time. This was particularly emphasized in regard to plants dependent upon the output of others, such as foundries and steel plants.

As the legislation makes the vacation period conditional upon one year's employment, employers are being requested by the Board to report; and to submit to employees concerned, details of the provisions being made for work in the plant such as maintenance, repairs, etc., or payment of partial wages during the period the plant is closed down for those with less than a year's service. Employees dissatisfied with the proposal may appeal to the Board for a review of his case if unable to adjust it with his employers.

New cost- of-living index for Great Britain

Accepting the report of March 25, 1947, from its Cost-of-Living Advisory Committee, the Government of Great Britain has decided to establish a new cost-of-living index. As stated in the May issue of *Labour and Industry in Britain*, a temporary index will be introduced within the next few months. "The wages of some 2,500,000 workers are related to the index, including those in the following industries: building, coal, iron and steel, hosiery, boot and shoe, electrical contracting, civil engineering, furniture and tobacco."

The present British index, in which 1914 prices are set at 100, is based on a typical collection of goods, decided upon after extensive inquiries into quantities of different foods consumed by working-class families, carried out before the first World War. Additions were made for expenditure on house room, clothing, and certain other items.

However, it was observed that spending habits changed considerably in the period between the two World Wars, and it was recognized officially that revision of the index was desirable. Consequently, the Ministry of Labour instituted in 1937-38, detailed inquiries, and obtained budgets from nearly 9,000 representative households. Each household comprised man, wife and three children, drawn from insured manual workers and from non-manual workers with incomes below 96 shillings a week. Agricultural workers were not included. The results of these inquiries demonstrated a rise in the standard of living during the inter-war years and emphasized the need for a revision of the index. The war made it necessary for the Government to keep the index as stable as possible and, by means of subsidies, keep living costs from rising excessively. Consequently, any revision of the index was postponed until the war was over.

It has been suggested that the new permanent index might be differently based from the present one. It is pointed out that "the main alternative to an index based on an unchanging standard of living is an index that measures the movement of retail prices weighted on a basis which is kept continuously up to date". This would necessitate regular inquiries into consumers' expenditure. As it would take some time to formulate the initial basis for such an index, it is announced that weighting based on the 1937-38 inquiries will be used in the meantime.

Coal production in United Kingdom under five-day week

In view of the importance of coal to Britain's industrial recovery, great interest is being displayed in the effect on production of the introduction early in May of the five-day week.

The Minister of Fuel and Power stated on June 3 that when the five-day week came into operation he had hoped to give some assessment of the results about the beginning of June. "However, owing to the first five-day week being affected by the colliery engineers' dispute in Durham and by holidays in Scotland and last week by Whitsun holidays in England, as a result of which production was seriously reduced, it is not practicable to give such an assessment. All that we can say is that in the two weeks of full production the miners have produced practically as much coal in a five-day week as they had previously done in six days. We have yet to see whether in a normal month when the full five-day week is operating this position can be sustained. The position cannot be regarded as unsatisfactory but there is yet no reason for regarding the problem of coal supplies as having been solved."

The following are the figures for the month of May:—

Week ending	Total Coal Production Tons
May 3 (last six-day week).....	4,108,300
May 10	3,752,000
May 17	4,073,500
May 24	4,029,300
May 31 (incl. Whit-Mon.).....	3,019,800

During the second five-day week production was 130,000 tons higher than in the corresponding week in 1946, and absenteeism fell to a point lower than at any time since before the war. The figures for Whitsun week offer an even more favourable comparison with the 2,851,000 tons mined during the same period in 1946.

The Government has set a target for the year 1947 of 200 million tons (L.G., April, 1947, p. 509). Output for the first five months of 1947 was 82·8 million tons, leaving a balance of 117·2 million tons to be made up before the end of the year. This calls for an average weekly production of about 3·9 million tons. Since output is expected to fall during the summer holiday season, it follows that in the autumn and early winter over four million tons a week will be required.

The Parliamentary Secretary to the Minister of Fuel and Coal recently summarized the relation of weekly totals to the Government's target as follows: "If we get 4,000,000 tons a week we are out of 'the red'. If we stop at 3,750,000 we are in a bad way. If we fall to 3,500,000 we face disaster."

Appeal for women workers by British Government

The United Kingdom Government is currently appealing to women to return to employment, as a means of reducing labour shortages.

At the peak of wartime employment, more, than three million women in Britain were working full-time in manufacturing industries, and more than 327,000 were in part-time jobs. By March, 1947, the figures were 2,198,000 in full-time jobs and 215,000 in part-time jobs. One of the main causes for the decline has been the return of married women into the home as demobilization of service personnel progressed.

The *Manchester Guardian* has pointed out that "most women whose economic circumstances require that they should work are already at work. Additional female labour on any large scale must be drawn mainly from married women whose husbands earn enough to keep their families going and who must, therefore, be encouraged to go to work for reasons other than the necessity of earning a living for themselves".

Meals for workers in U.K.

The majority of British factories employing more than 250 workers provide canteens where employees may obtain substantial daily meals for low prices and without coupons, according to a recent report of the United Kingdom Information Office.

In order to encourage communal feeding, and to provide for workers who have no canteens available, centres known as "British Restaurants" were set up throughout the country during the war. The numbers have decreased from the maximum of nearly 2,000, but the restaurants are still popular, and meals cost as little as twenty-seven cents.

Approximately 2,000,000 (about 43 per cent) of the children in Britain receive noon meals in school, a proportion of them free of charge.

Underground miners are one of two classes of the population receiving extra rations of meat, the other class being expectant mothers. All manual workers receive extra rations of bread, as do children and expectant mothers.

High level of employment in Australia

A high level of employment in Australia is indicated by the fact that at the end of April vacancies held by the Commonwealth Employment Service were in excess of 58,000, while at the same date the number of registered disengaged workers was 31,400, according to a press statement by the Minister of Labour and National Service. The numbers receiving financial assistance in respect of unemployment were 9,300 males and 284 females.

A shortage of female labour constituted a major problem in all States. The outstanding shortage was in the clothing and textile occupations, but the demands for labour far exceeded the supply in all women's callings. The tendency to employ men and youths on work normally done by women was showing encouraging results in some instances, but it could not be said to have made any significant contribution to the solution of the problem. In any case employment of males in female occupations merely accentuated the male labour shortage.

During April the Commonwealth Employment Service had referred 28,500 persons to employers, and placements notified totalled 17,200.

Union security in collective agreements in U.S.A.

Approximately 15 million workers were covered by collective bargaining agreements in 1946, an increase of one million over the previous year, according to the Bureau of Labour Statistics, U.S. Department of Labour.

Nearly 70 per cent of manufacturing wage earners, 7.9 million, were covered by collective agreements last year, as against 35 per cent of non-manufacturing employees, 6.9 million.

The number covered by closed shop and union shop agreements increased from 6.2 million for 1945 to 7.4 million in 1946. Workers covered by maintenance of membership provisions, which had increased during the war period, showed a slight decline from 3.9 million in 1945 to 3.6 million last year.

About 6 million workers were covered by some form of check-off provisions in 1946, an

increase of about three-quarters of a million from the 1945 total. In the case of a little over half of these workers deduction of dues was automatic; the others specified check-off of union dues by individual written authorization.

Successful bonus plans reported in U.S.A.

Successful bonus programs, drafted jointly by the union and employer, were reported by United Automobile Workers (CIO) and two employers in Detroit,

according to *Business Week*. An article in the June 21 issue declared that bonus schemes established between the UAW and the Kaiser-Frazer Corporation and Bundy Tubing Co. have been renewed after a year's satisfactory operation.

The Kaiser-Frazer plan sets aside \$5 for every automobile produced and shipped and \$1.25 for each Rotatiller shipped from its agricultural implements department, the fund thus established to be divided amongst the employees on the qualifications that participants must possess a 90 per cent attendance record and have not gone on strike in violation of the contract. Designed by the Company as a curb on absenteeism and wild-cat strikes, the fund plan, the Company believed, had helped accomplish those aims. Last year the fund amounted to \$55,036, shared amongst 2,783 employees; this year, the article stated, the fund has already topped \$250,000.

The scheme at the Bundy Tool Co. was an experimental "Cost Savings-Sharings Plan." Its aim was to boost production and reduce costs and apportion the net gain between management and labour. Procedure in computing savings, was to designate a 16-week period, from October 1, 1945, to January 22, 1946, as a "normal sales base" and ascertain the relation of labour costs to total sales. During the period labour costs averaged about 30 per cent of sales. Thus, when, as a result of increased production, unattended by a proportionate rise in labour costs, the ratio of labour costs to sales falls below 30 per cent, the difference is shared equally between labour and management. Last year the difference amounted to \$1,052,924. Employee's bonus amounted to 23.3 cents per hour for each hour worked during the year. Should, however, the ratio of labour costs rise above 30 per cent, workers receive no bonus.

The Company reported that saving resulted from a 43 per cent decline in absenteeism, 15.8 per cent less scrap from machine operations and a 41 per cent decline in production time lost due to grievance procedures.

Pension plan established at the Ford Motor Company in U.S.A.

The first pension plan among the major automobile manufacturers in the United States was established at the Ford Motor Company late in June, following negotiation of a new collective agreement by the Company and the United Automobile Workers (CIO). The new contract provided, in addition to the pension plan, a straight 7-cent-an-hour wage increase.

Covering 107,000 production employees, the cost of the plan to the company will amount to \$200,000,000 for the first year and about \$15,000,000 annually thereafter, officials of the union estimated.

While details as to benefits and administration have not been definitely resolved, Mr. Richard T. Leonard, vice-president of the UAW and director of its Ford Division, estimated, in a statement to the press, that immediate benefits would be available to some 5,000 employees as a result of the retirement age being set at between 55 and 65.

He stated that the Union was striving for an arrangement which would provide a worker earning \$200 a month with a pension of \$100 a month after thirty years' employment. During the period the worker, under the contemplated joint participation plan, would have contributed approximately \$1,800, or 2½ per cent of earnings toward the pension and the Company 55 per cent.

Final details concerning death benefits, disability provisions, surrender value, vested rights, the method of administering the fund, qualifications for participation and exemptions were expected to be announced late in July.

Among concessions made by the Union in return for the wage rise and retirement plan was a promise of no wage demands in 1948, provided no increases were given to Chrysler and General Motors workers.

Plant-wide vacations gaining popularity in U.S.A.

Business Week of June 21, reports that plant-wide vacations are gaining popularity in the United States. It states that in numerous factories and shops over the nation, operations will be halted or reduced to a minimum for one or two weeks this summer while employees enjoy their annual holidays.

Typical of the trend is a report from Cleveland. "There Associated Industries polled 286 firms, found 152 were shutting down for a general vacation period.

"More and more firms are granting paid vacations to plant employees. . . . Those who

favour the plant-wide shutdown cite these advantages:—

"It leads to greater efficiency; gives all departments full crews; eliminates the problem of using or training substitutes; simplifies record-keeping.

"It provides time for inventory check, repairs, maintenance work.

"Employee arguments over who takes his vacation when, are eliminated.

"For some plants, it offers an opportunity to build up stockpiles of scarce materials."

Rand formula provided in collective agreements in U.S.A.

The Rand formula, providing for check-off of union dues from all employees in a plant regardless of whether or not they are members of the recognized union, has been incorporated in an agreement between the Western Union Telegraph Company, New York, and the American Communications Association (CIO). Approximately 7,000 employees are covered by the agreement.

The agreement follows a similar application, by the Company, of the Rand formula to 50,000 of its employees, members of the Commercial Telegraphers Union, an affiliate of the AFL, in other sections of the country.

In announcing the conclusion of the agreement, Mr. William N. Margolis, Assistant Regional Director of the United States Conciliation Service stated that the check-off clause stemmed from the Company's refusal to accede to a demand for a closed shop. He reported that the Union argument in demanding this union security measure was that it stopped non-union members from participating, without proportionate contribution, in benefits earned by the Union.

This form of union security was first included in a contract between the Ford Motor Company of Canada and the United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL) as a result of an arbitration award handed down by Mr. Justice I. C. Rand in a dispute between the parties (L.G., Jan., 1946, p. 123). It has since been adopted in other collective agreements both in Canada and the United States.

U.S. federal aid for vocational guidance

A policy of financial aid to State Boards of Vocational Education to enable them to develop vocational guidance was adopted by the United States Congress in enacting the George-Barden Act, 1946. No sum was specified in the Act and the amount to be placed at the disposal of the States

depends on the amount appropriated by Congress. The United States Commissioner of Education is to ensure that the States given assistance under the Act use the money in accordance with the principles laid down by the United States Office of Education and by the plans decided on by the State authorities. The Commissioner of Education has now announced that funds appropriated under the Act may be used to enable a State to supervise vocational counsellors and to pay the salaries and necessary travel expenses of vocational counsellors, and for the purchase of the necessary equipment for these purposes.

UMW plans research on miners' diseases

The United Mine Workers (AFL) is sponsoring an intensive study of the nature and treatment of silicosis and other diseases prevalent among anthracite miners. The sum of \$575,000 has been allocated from the anthracite welfare fund for a five-year research program in this field, to be conducted by the Jefferson Medical College at Philadelphia and White Haven, Pa. A special department will be established to carry on the program, which will include a study of: (1) the fundamental nature and mechanisms of the occupational diseases; (2) applied research into the incidence, prevention, and safety measures concerning these ailments; (3) the methods of caring for the sufferers, and (4) extensive education of physicians, public health workers, miners, etc., and publication of scientific reports for the medical profession as a whole.

High level of employment and earnings in U.S.A.

The Bureau of Labour Statistics of the United States Department of Labour announced on June 18 that production and employment had reached high levels and that no down-turn was in sight.

"For the third successive month, the total of wage and salaried workers in non-farm jobs stood firm at the record level of 42,000,000 after allowance is made for work stoppages. Unemployment, at the same time, fell to less than 2,000,000 equalling the post-reconversion low achieved last fall."

On the basis of preliminary data it was estimated that weekly earnings in May averaged \$48.86, compared with \$47.50 in April. The average work week was down to 40.4 hours, compared with the wartime average of 46 to 47 hours. Hourly earnings were estimated at \$1.21 in May, compared with \$1.186 in April.

U.S. company required to pay for "portal" time

Under the ruling of a federal judge in Los Angeles, the California Shipbuilding Corporation is required to pay for time spent by employees in preparing for work, despite the federal legislation outlawing portal-to-portal pay (L.G., June, 1947, p. 777). The case involved guards and firemen in an AFL union who were required to report for work fifteen to thirty minutes before the beginning of their shifts. Judge Paul J. McCormick, who issued the decision, justified it on the ground that the purpose of the portal-pay law is to avoid payment "for things that were beneficial to the employee and not beneficial to the employer".

Steel wages up 131 per cent in 10 years in U.S.A.

The basic wage rate in the United States' steel industry has risen 131 per cent since the advent of the United Steelworkers (CIO) in 1936 according to a report issued by the Union in June. During the first decade of its existence, just completed, the hourly rate for common labour rose from 47 cents to \$1.09. In 1906 the hourly wage rate was 15 cents, it stated.

Mr. Phillip Murray, Steelworkers President, has announced the intention of the Union not to seek any further wage adjustment during the life of the current agreement, which is not due to expire until April, 1949.

Union officials have indicated that a basic change in policy might be introduced in the negotiation of future contracts; and that instead of the traditional primary concern over wages and hours, emphasis may be transferred to worker security considerations in the form of social insurance, pensions and the guaranteed annual wage.

Report on migrant labour published in U.S.A.

Migrant Labour . . . A Human Problem, a publication containing the report of a Federal Interagency Committee established in May, 1946, to inquire into and make recommendations upon the conditions of migratory workers in the United States, has been released by the United States Department of Labour.

Migratory workers, whose livelihood is dependent upon the harvesting and processing of agricultural crops, are variously estimated to total from one to five million people. Despite their traditional implementation of a vital economic need in harvesting perishable crops at peak seasons, the nomadic character of migratory workers, imposed by the nature

of their work, has prevented organization and afforded them little opportunity to become articulate or bargain for themselves, the report stated.

Consequently, the report contended, the protection of the human rights of migrant workers should become the increasing concern of local, state and Federal Governments.

Among the particular recommendations outlined in the report was that necessary state and Federal social legislation be enacted to give migrant workers the same protection as that given other workers, in order to improve the employment status. This included establishing the minimum standards for working conditions, wages, transportation, and welfare and educational facilities. It was also recommended that local, state, and national citizen action be encouraged to "mobilize the intelligence and conscience of as many groups as possible for a progressive attack on the problems of migrant workers."

Emphasis was placed upon the handicaps imposed upon the children of migrant families. By travelling from place to place the children were robbed of a normal home and community life, as well as being handicapped by too early employment and lack of educational opportunities, the report stated. It recommended that immediate steps be taken to eliminate child labour among migrant workers and that adequate education and other community services be provided for children of migrants.

Housing, education, health and the rights to public welfare assistance were described as being generally inadequate. In recommending that these conditions be made the subject of public action, the report stated that the migrant worker contributes to the wealth and resources of the community in which he works. "That community has an obligation to extend to him and to his family opportunities to participate in its social life. Migrant workers do not seek nor do they require special privileges, treatment, or opportunities. Such needs as they may have for public assistance and welfare services can best be met by affording them the same rights and opportunities essential to the welfare of people in the nation as a whole. As citizens they are entitled to the protection afforded all industrial groups through State and Federal laws."

Medical college creates industrial health unit

To help meet the growing interest in industrial health as a major factor in production, the New York University College of Medicine is planning the establishment of an Institute of Industrial and Social Medicine as a unit of the New York

University-Bellevue Medical Centre. The new project, announced as one of the most important ever undertaken by the college in its 100-year history, is viewed as part of the institution's "responsibility to the community and for the purpose of instructing its students in environmental medicine." The institute will train both professional and lay workers. Its general clinic, in operation next fall, will offer wage earners comprehensive medical care. Dr. Henry E. Meleney, professor of preventive medicine at the institution, and Dr. Anthony J. Lanza, industrial health expert, will be co-directors of the new project.

Labour relations journal to be published

The publication of an academic journal devoted entirely to labour relations, first issue to appear in October, has been announced by the New York State School of Industrial Relations at Cornell University, Ithaca, New York. The intended journal, which will be the first academic publication in this rapidly expanding field of study, will issue quarterly.

Objective of the publication will be presentation of the "most reliable facts and the best thought" on personnel administration, labour and business history, collective bargaining, social security, workers compensation and related subjects. It will also carry book reviews and bibliographies, texts of pertinent documents in the field, and research reports.

"Newburyport Plan" for reducing prices in U.S.A.

Considerable publicity was given in the United States press to the so-called "Newburyport Plan" for reducing the cost of living.

Retailers in Newburyport, Massachusetts (population 15,000) agreed in April to reduce prices by 10 per cent for 10 days, the extension of the agreement beyond that period depending on corresponding action by wholesalers. The "plan" was adopted by some nine or ten other towns across the country. In Newburyport it came to an end in mid-May, after having been extended beyond its original period.

On April 21 President Truman had issued a statement in which he laid the primary responsibility for reducing prices on business, but indicated also the need for forbearance on the part of labour, all-out effort on the part of the farmer, and wise guidance and action on the part of Government.

Industrial Relations

Industrial Relations Bill Introduced by Government

New Legislation Designed to Replace Wartime Labour Relations Regulations and Industrial Disputes Investigation Act

ON June 17 the Honourable Humphrey Mitchell, Minister of Labour, introduced in the House of Commons Bill No. 338, to provide for the investigation, conciliation and settlement of industrial disputes.

The Bill was given second reading on June 24, and referred to the Standing Committee on Industrial Relations. This Committee, which last year undertook an inquiry into labour relations in Canada (L.G., Sept., 1946, p. 1331), proceeded to hear representations from organized labour, employers, and other interested parties, on the provisions of the Bill.

On July 4 the Prime Minister, Right Hon. W. L. Mackenzie King, announced that the measure would not be proceeded with at the present session of Parliament but would be allowed to stand over until another session, in order to give members the opportunity of carefully studying the evidence given before the Industrial Relations Committee.

This issue of the *LABOUR GAZETTE* contains a summary and the text of the Bill. Next month's issue will contain an account of the hearings of the Committee.

Summary of Provisions of Bill

The measure is designed to replace the Industrial Disputes Investigation Act, first enacted in 1907, the operation of which was suspended when the Wartime Labour Relations Regulations, P.C. 1003 of February 17, 1944, came into effect. It represents in a large measure a revision of the Wartime Labour Relations Regulations with modifications and additions considered advisable following from the experience gained in the administration of the Regulations and in the light of representations received from provincial authorities and labour and employer organizations.

The purpose of the legislation is to provide appropriate procedures and conciliation machinery to prevent or minimize work stoppages in undertakings and businesses which Parliament has the legislative authority to regulate.

Summary

In summary the Bill provides for—

1. The definition and prohibition of unfair labour practices on the part of employers, unions and other persons.

2. A procedure for certification of trade unions as bargaining agents for employees.

3. A procedure for compulsory collective bargaining and the negotiation of collective agreements, and conciliation in connection therewith.

4. Prohibition of strikes and lockouts, the taking of strike votes and changes in terms of employment until the collective bargaining and conciliation procedure prescribed in the Act has been complied with.

5. Collective agreements to be binding upon the employer and the trade union who are parties thereto, and the employees covered thereby, and a procedure for final settlement by arbitration or otherwise, without stoppage of work, of grievances arising under the agreement.

6. Prohibition of strikes and lockouts while a collective agreement is in effect.

7. Penalties for violation of the provisions of the Act by employers, employees or trade unions or employers' organizations.

8. The establishment of a representative labour relations board to deal with applications relating to the right of trade unions to represent employees for collective bargaining.

9. The appointment of Industrial Disputes Inquiry Commissions to inquire into industrial matters or disputes.

10. Co-operative arrangements with provinces in relation to the administration of provincial labour legislation similar to the Dominion legislation and the application thereof to any industry.

The Act is divided into two parts:—

Part I contains the provisions defining and prohibiting unfair labour practices, the procedures provided for certification of unions as bargaining agents of employees; and for the negotiation of collective agreements and settlements of grievances in connection with such agreements, and the enforcement provisions of the Act.

Part II specifies the industries to which the Act applies, provides for the appointment of a representative labour relations board to administer a number of the provisions of the Act, and contains other administrative provisions necessary and incidental to the operation of the Act.

Application of the Act

The Act applies to employees employed in industries which are within the legislative authority of Parliament to regulate. These include:—

- (a) navigation and shipping;
- (b) railways, canals, telegraphs, and other works and undertakings connecting a province with any other or extending beyond the limits of a province;
- (c) lines of ships connecting provinces or extending beyond the limits of a province;
- (d) interprovincial ferries or ferries between a province and any other country;
- (e) aerodromes and air transportation;
- (f) radio broadcasting stations;
- (g) works or undertakings which have been declared for the general advantage of Canada or for the advantage of two or more provinces;
- (h) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province

and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

Crown corporations are subject to the Act except where excluded by the Governor in Council (sec. 54).

For the purposes of the Act, the employees to whom the Act applies are those falling within the following definition of the term "employee":

"employee" means a person employed to do skilled or unskilled manual, clerical, or technical work, but *does not include*

- (i) a manager or superintendent or any other person who in the opinion of the Board exercises management functions or is employed in a confidential capacity in matters relating to labour relations;

(ii) a member of the medical, dental, architectural or legal profession.

"employer" means any person employing one or more employees.

"trade union" or "union" means any organization of employees formed for the purpose of regulating relations between employers and employees. In other words, this definition is broad enough to include an unaffiliated plant employees' association, a local union chartered by or affiliated with a provincial, national or international union, or a provincial, national or international union.

Unfair Labour Practices

Employers are prohibited from interfering or participating in the formation or administration of trade unions or contributing to their support or from discriminating in regard to employment against any person on account of union membership or union activities (sec. 4).

Employers and all other persons are prohibited from using coercion or intimidation to compel any person to become or refrain from becoming or to cease to be a member of a trade union (sec. 4).

Trade unions are prohibited from attempting to organize employees during their working hours without the employer's consent (sec. 5).

Collective agreements negotiated between employers and unions containing closed or union shop or preferential hiring provisions are valid (as in the Wartime Labour Relations Regulations); but any provision in such an agreement which would require an employer to discharge an employee because he has membership in or engages in activities on behalf of any union, other than one specified in the agreement, is invalid (sec. 6). The latter clause is new.

Certification Proceedings

A trade union which has as members in good standing a majority of employees in a bargaining unit may apply to the Labour Relations Board to be certified by the Board as the exclusive bargaining agent for the employees in the unit (sec. 7).

The Board is empowered to certify a trade union as the bargaining agent for a group of employees which it finds constitutes a unit appropriate for collective bargaining, if it is satisfied that a majority of the employees in the unit are members in good standing of the union.

If the Board finds it necessary to order a vote in order to dispose of an application, it may certify the union obtaining the votes of the majority of employees in the bargaining unit (sec. 9).

These provisions differ from P.C. 1003 in that the trade union is recognized as the bargaining agent of the unit of employees, whereas in P.C. 1003 recognition was given only to persons elected directly by the employees or appointed by a trade union as bargaining representatives. In P.C. 1003 a written authorization by an employee authorizing a union to represent him for collective bargaining was counted as a trade union membership for the purposes of the certification proceedings. Such written authorizations are not recognized in the new legislation.

Where the majority of a craft or technical group are members of a union pertaining to such craft or technical skills, the union is entitled to be certified as the bargaining agent for the group if the group otherwise is an appropriate unit. This provision is similar to P.C. 1003 but in P.C. 1003 was confined to craft groups.

Recognition as a bargaining agent is denied to any trade union which in the opinion of the Board is (a) influenced by an employer so that its fitness to represent employees for collective bargaining is impaired; or (b) dominated by an employer (sec. 9 (5)). This provision is new.

The Board is authorized to revoke a certification granted to a trade union where it is of opinion that the union no longer represents the majority of employees in the bargaining unit (sec. 11). This provision is new.

Negotiation of Collective Agreement

Following upon the certification of a trade union as bargaining agent for a unit of employees, either the union or the employer of the employees may by notice require the other party to enter upon negotiations for the conclusion of a collective agreement. It then becomes the duty of the parties to meet and enter upon negotiations. Either party may ask for and obtain the conciliation services of the Department of Labour to assist the parties in negotiations. In event of lack of progress in reaching an agreement, a Conciliation Board may be appointed by the Minister of Labour on request of either party to assist the parties in concluding an agreement.

These provisions are similar to P.C. 1003 but conciliation services may be obtained at an earlier date than under P.C. 1003, if required.

Similar provisions apply in the case of negotiations for the renewal or revision of an existing collective agreement by the parties thereto (secs. 12-16).

Strikes and Lockouts prohibited during the Period of Collective Bargaining

Where a trade union acting on behalf of a unit of employees is entitled to require the employer to enter upon negotiations for the conclusion of a collective agreement,—

- (a) the employees are prohibited from striking;
- (b) the trade union is prohibited from declaring or authorizing a strike;
- (c) the trade union is prohibited from taking a strike vote of the employees;
- (d) the employer is prohibited from declaring a lockout of the employees; and
- (e) the employer is prohibited from decreasing the wage rates or changing the other working conditions and terms of employment in effect at the time of the initiation of negotiations without the consent of the employees,

until the parties have complied with the provisions relating to negotiations and a Conciliation Board has been appointed to assist the parties in their negotiations and fourteen days have elapsed since the Board reported to the Minister of Labour on the results of its efforts—or until the alternative, upon application for the appointment of a Conciliation Board, the Minister of Labour advises that he does not intend to appoint a Board.

The same provisions apply in the case of negotiations for the renewal or revision of an existing collective agreement (sec. 21).

The provision prohibiting the taking of a strike vote until a Conciliation Board has reported and fourteen days have elapsed is new.

A trade union that is not entitled to represent a unit of employees as bargaining agent is prohibited from declaring or authorizing a strike of employees in that unit (sec. 23).

Collective Agreements

Every collective agreement must contain an appropriate procedure to provide for the final settlement by arbitration or otherwise of any disputes concerning the interpretation or violation, and if the agreement does not contain such a provision the Labour Relations Board may establish such procedure on application.

The parties bound by the agreement are required to comply with the provisions for final settlement in the agreement, and failure to do so constitutes a violation of the Act (sec. 19).

Collective agreements have effect for at least one year unless the Labour Relations Board consents to earlier termination thereof by the parties (sec 20).

Strikes and lockouts are prohibited during the time a collective agreement is in force, subject to the one exception that if the parties have agreed to re-negotiate any provision of the agreement during the life of the agreement, the provisions of the Act applicable to the negotiation of an agreement in the first instance apply to such re-negotiation (sec. 22).

Enforcement

Penalties are provided by way of fine on summary conviction for contravention of the unfair labour practice provisions, for contravention of the collective bargaining procedure, and for contravention of the strike and lockout provisions (secs. 39, 40, 41, 42).

Where an employer is convicted of wrongfully dismissing an employee for union membership or activities, the court may require the employer to pay back wages to the employee (sec. 40). This is new.

Complaints of failure on the part of an employer or trade union to comply with the provisions for collective bargaining may be referred by the Minister of Labour to the Labour Relations Board to investigate. Where upon such reference the Board finds that a party to collective bargaining has refused or failed to negotiate with the other party in accordance with the provisions of the Act, the Board may make an order directed to such party to require compliance with the provisions of the Act. Failure to comply with the Board's order is a contravention of the Act (sec. 43). This is new.

The Minister may refer any complaint alleging there has been a contravention of the Act to an Industrial Disputes Inquiry Commission or a conciliation officer for preliminary investigation and report, and he may take such report into consideration in determining whether consent to prosecute shall be given (sec. 44). This is new.

No prosecution may be instituted under the Act without the consent of the Minister of Labour (sec. 46).

For the purpose of any prosecution under the Act, a prosecution may be instituted against a trade union or employers' organization in the name of the union or organization, and for the purpose of such prosecution a trade union or employers' organization is deemed to be a person (sec. 45). This is new.

Industrial Inquiries

The Minister of Labour may appoint an Industrial Disputes Inquiry Commission of one or more persons to inquire into industrial matters or any industrial dispute. The pro-

cedure for appointment and use of these commissioners is similar to the provisions for this purpose in P.C. 4020 of June 6, 1941, which was used very effectively during the war period (sec. 56).

The Minister of Labour administers the Act (sec. 57).

Labour Relations Board

Provision is made for the appointment by Order in Council of a labour relations board designated the "Canada Labour Relations Board" consisting of a chairman and not more than eight other members representative in equal numbers of employers and employees (secs. 58-61).

The duties of the Board are those assigned to it under Part I of the Act, namely:—

1. To dispose of applications and disputes concerning the right of trade unions to represent employees in collective bargaining (secs. 7, 8, 9, 11).
2. On application, to prescribe procedures to be observed by parties to a collective agreement in disposing of grievances arising under the agreement.
3. At request of the Minister, to investigate complaints of failure on part of a union or an employer to enter on collective bargaining negotiations or to make a reasonable effort to effect an agreement and take appropriate action in respect thereto.

Arrangements with Provinces

Where a province enacts legislation corresponding to the provisions of Part I of this Act, and desires the Dominion authorities to administer it in relation to one or more industries to which the provincial legislation applies, the Minister of Labour with approval of the Governor in Council is authorized to enter into an agreement with the province for such purpose and in such instance or in any other case if the provincial legislation so provides and the Governor in Council authorizes, the Dominion authorities are empowered to administer the legislation in its application to such industries (secs. 62-63). This provision is new.

Certifications granted under P.C. 1003 are protected under the new Act. Where bargaining representatives were certified under P.C. 1003 on the application of a trade union for a unit of employees, that trade union is for the purposes of the Act considered to have been certified under the Act for the same unit of employees.

The Act comes into force by proclamation.

Major Differences between the Provisions of the Bill and the Provisions of P.C. 1003

The following are the more important differences between the provisions of the Bill and the provisions of P.C. 1003:—

1. By reason of the changes in the definition of the term "employee", the classes of supervisory employees, who are excluded from the application of the Act, are somewhat wider than in P.C. 1003. Exclusions extend to persons exercising management functions, whereas in P.C. 1003 such exclusions were limited by definition to persons having authority to hire or discharge employees.

On the other hand, the exclusion of confidential employees is confined to persons employed in a confidential capacity in relation to labour relations, whereas in P.C. 1003 the exclusion of persons employed in a confidential capacity was not so limited by definition.

2. Trade unions may be certified as bargaining agents for employees, but there is no provision for certification of individuals as bargaining representatives. Under P.C. 1003 only individuals elected by the employees or selected by the trade union representing the majority of employees could be certified as bargaining representatives of employees.

3. The basic requirement of the legislation for the certification of a trade union as the exclusive bargaining agent for a unit of employees is that the majority of employees in the unit are members in good standing of the union. In P.C. 1003 written authorizations given by employees in favour of a union were accorded recognition as the equivalent of actual union membership for purpose of certification.

4. There is provision giving the Board discretion to revoke certification granted to a union if satisfied that the union no longer represents the majority of employees. In P.C. 1003 when once certified there was no provision for revocation of certification except

when displaced by the bargaining representatives selected by another union organization.

5. The certification of company dominated unions is prohibited.

6. The provisions for use of conciliation services are modified to permit earlier access thereto if required, than under P.C. 1003.

7. Unions are prohibited not only from declaring or authorizing strikes until the collective bargaining procedure and conciliation measures prescribed have been complied with, but also from taking a strike vote of the employees concerned until these procedures and measures have been complied with. This latter provision is new.

8. Employers during the same period of negotiations and conciliation may not reduce wage rates or change working conditions in effect, without the consent of employees. This provision, while it was in the I.D.I. Act, was not incorporated in P.C. 1003 until amendments made in January, 1947. The provision is incorporated in the new legislation.

9. The provisions of the legislation giving the court, which finds an employer guilty of discharging an employee for union activities contrary to the Act, the authority to order payment of back wages to the employee is new as well as those provisions which give the Labour Relations Board authority to investigate complaints of failure to bargain collectively upon request of the Minister and give redress where the complaint is found to be justified.

10. The provision providing that for the purpose of prosecution under the Act a trade union or employers organization is deemed to be a person is new.

11. The use of Industrial Disputes Investigation Commissions for preliminary investigation of complaints of infractions of the Act is not in P.C. 1003 but corresponds in principle with the use made of such Commissions under P.C. 4020 during the wartime period.

Statement by Minister of Labour

In introducing the Bill in the House of Commons, the Hon. Humphrey Mitchell recalled that the more important principles of a new federal law had been discussed at the Conference of Dominion and Provincial Ministers of Labour held in 1946.

"The chief purpose of the Conference, of course, was to obtain the views of the Provinces as to when it would be most appropriate

to restore to the Provinces full responsibility for dealing with industrial disputes in industries ordinarily under their jurisdiction.

"As hon. members know, the Provinces resumed their full jurisdiction in these matters, some on March 31 and others on May 15. The bill now before the House applies only to employees and employers in industries under the jurisdiction of Parliament."

Enumerating these industries, the Minister continued:—

"The provisions of Part I of the Act are capable of being applied, by provincial legislation, to all or any particular industry within the jurisdiction of the provinces.

"In other words, we have tried to set a pattern which some of the Provinces may care to apply knowing that we shall not be moving as rapidly as we should towards the goal of industrial peace in this country if we have widely varying legislation of this nature in the spheres of Dominion and Provincial operation."

The Minister said that when the new legislation was drafted, P.C. 1003 had been found to be "of great value in contributing to stable labour relations during the critical war years and since, and we have included in the new legislation the best features of that order, changed in some respects and amplified in others, based upon the experience gained in its administration. We have also taken into consideration more recent representations which have been made to us by the Provinces and by labour and employer organizations."

Having summarized the provisions of the Bill, the Minister dealt as follows with its underlying principles:—

"In conclusion, may I say that we have received representations for the inclusion of measures severely curtailing union activities; from others have come suggestions which would involve, under certain conditions, the compulsory application of the principle of

union security in collective agreements and the adoption of other innovations.

"We have not given effect in this legislation to such representations, since it is not the desire of the government to place impediments in the way of free collective bargaining.

"The essential purpose of the legislation is to create conditions favourable to the free exercise of the collective bargaining function in order that negotiations between the parties to a dispute can be carried on with the greatest degree of success.

"For that reason, only such regulation of employer and employee activity in their industrial relationships considered as necessary to protect the public interest is incorporated in the legislation. It leaves with labour and management the major responsibility of settling between them their problems in regard to negotiation of collective agreements and administration of such agreements.

"It has long been my view that legislation of this nature will fail in its fundamental objective if it introduces features of a punitive and coercive character which could only result in driving employers and employees further apart. That would make it more difficult for them to establish those friendly relations of good will and co-operation which are so necessary.

"Human nature cannot be corrected by a law, and in the final analysis the major consideration in improving human relations between employers and employees is the simple matter of trying to see each other's point of view and developing mutual understanding."

Statements by Labour Organizations

Following the introduction of the Bill in the House of Commons the three major labour organizations in Canada issued statements expressing their opinion of its provisions. These statements, by Messrs. Percy R. Bengough, President, Trades and Labour Congress of Canada, Pat Conroy, Secretary-Treasurer, Canadian Congress of Labour, and Gerard Picard, General President, Canadian and Catholic Confederation of Labour, are printed below. Next month's issue of the LABOUR GAZETTE will summarize the statements of these organizations before the Industrial Relations Committee.

Trades and Labour Congress of Canada

The Trades and Labour Congress of Canada believes that one of the first steps towards national unity is uniform labour and social

laws throughout the Dominion. Naturally we would much prefer and will continue to strive for a National Labour Code.

Bill 338, An Act to provide for Investigation, Conciliation and Settlement of Industrial Disputes, which received its first reading before Parliament June 17, 1947, does not meet this requirement in that its application is limited to industries, undertakings of an interprovincial character and such works as are declared by the Parliament of Canada to be to the general advantage of Canada, or for the advantage of two or more provinces, and outside the exclusive legislative authority of any province.

In view of this limited scope, the formulation of regulations governing the vast majority of Canadian workers is left to the tender mercy of the various provinces. How-

ever, it must be fully recognized that the limitation is not chargeable to the Dominion but emanates from Provincial Governments who desire to retain all of their old time autonomy, even in face of modern methods and needs of Canadian economy. Such being the position, then the Congress has to judge Bill 338 on its merits and to the extent that it embodies our requests for inclusions and deletions.

First, we asked that the basic principles of P.C. 1003 be retained in the Dominion Labour Code. Bill 338 meets this requirement with improvements.

We requested that company unions be definitely prohibited. Section 4, Paragraphs 1, 2 and 3, while not definitely prohibiting company unions, certainly makes their existence insecure and their operation and recognition difficult.

We maintained that the union concerned should be named as the bargaining agency instead of individuals. Bill 338, Section 7, and other sections, fully meets these requirements.

Section 8, in affording protection to crafts or groups exercising technical skills, is both justifiable and necessary.

This Congress also requested that where all employees of an employer or organization of employers are required by agreement to be members of a specified union, there should be no provision in the law tending to prevent Section 6, subsection 1, meets our request in this respect. However, subsection 2 of the same Section is somewhat of a negation and should be eliminated.

We requested that in all cases in which both the employer and employees agree there should be no interference in their reaching or changing the provisions of an agreement. Section 20, subsection 2, meets this requirement.

We protested the old regulation of Order in Council P.C. 1003 which required that 51 per cent of the employees must vote for the union should read "51 per cent of the votes cast" in the same manner as all democratic elections. Section 9 is a distinct improvement and meets our wishes.

We also asked for a clearer definition of employee and as to what employees should be excluded. We requested that only employees brought into consultation on matters of the employers' labour policy should be termed confidential employees. Part I clarifies this in a satisfactory manner.

We desire to commend the Government for the inclusion of Section 32, Paragraph 8, in Bill 338, embodying a provision formerly contained in the original Industrial Disputes

Investigation Act which discourages the wholesale use of lawyers, which provision proved so beneficial in reaching finality in the Industrial Disputes Investigation Act and the absence of which was so disheartening in prolonging the agony in hearings under P.C. 1003. The balance of the Bill is a distinct improvement on Order in Council P.C. 1003.

We are definitely of the opinion that Bill 338 is worthy of support. It is quite possible that in operation weaknesses will be found that will require amendment. A great deal depends on its administration. Past experiences of this Congress have shown that poor legislation sympathetically administered has ofttimes been better than good legislation administered in a hostile manner.

The fact that the Board of Administration will not exceed eight members, comprised equally of representatives of employees and employers with a Government appointed Chairman is a good provision. The provisions covering the appointment of Boards of Conciliation are in accord with proven good procedure, being composed of representatives from each party to the dispute who jointly choose a Chairman and, on failure to do so, the third party is appointed by the Minister.

The Executive Council of The Trades and Labour Congress of Canada, after due and careful consideration of all features and for the reasons previously set out, commend the Government for the introduction of Bill 338 and would recommend that all provinces enact legislation of equal value.

(Sgd.) PERCY R. BENGOUGH,
President,

*The Trades and Labour Congress
of Canada,
On behalf of the Executive Council.*

June 19, 1947.

Canadian Congress of Labour

We are making a detailed study of the Government's new Labour Bill but at the moment it would appear grossly inadequate both as to the provisions desired by Labour and the scope of its coverage. It is our understanding that we shall be given an opportunity of making a submission to the Parliamentary Industrial Relations Committee and at that time the Congress and its unions hope to make a full statement of their views.

PAT CONROY,
Secretary-Treasurer,
The Canadian Congress of Labour.

June 17, 1947.

*Canadian and Catholic Confederation
of Labour*

(Translation)

The draft Bill (No. 338) concerning industrial relations and labour disputes investigations which the Hon. Humphrey Mitchell, Canadian Minister of Labour, has just tabled in the House of Commons at Ottawa is, without any doubt, the most progressive piece of industrial legislation to date. Even if this Bill does not fall in with all the views held by Canadian trade unions, it shows considerable improvement over the National War-time Labour Code (P.C. 1003), is superior to the American legislation, and contains a good many points from which the Provincial Government of Quebec could profitably draw inspiration.

The Federal Bill, which does not affect Provincial autonomy, sets the tone with regard to the legal existence of trade unions, protects industrial trade unionism and craft unions, strictly prohibits "company unions" dominated by the employers, recognizes union pluralism and accords the necessary protection to minority unions, resolutely enters the path of well defined union security, simplifies conciliation procedure, reduces delay to a

minimum, provides for the final settlement of grievances during the lifetime of agreements, and forms a real labour court, although of limited jurisdiction, by setting up the Dominion Labour Relations Board.

If this Board establishes adequate industrial jurisprudence, standards will be set up by which even the labour courts which the Provinces might establish could be guided.

The Federal Bill is not, properly speaking, a labour code. It is a bringing under regulations of collective bargaining, and these regulations apply to the industries coming under Federal jurisdiction.

It now remains to amend the Criminal Code in connection with strikes and picketing. The Criminal Code is not up to date in these matters. It would be desirable for the Department of Justice, which is responsible for penal law, to give serious consideration to the improvements to be made in this field in order not to prejudice the efficiency of strikes while at the same time protecting ownership and public security.

(Sgd.) GÉRARD PICARD,

General President,

*Canadian and Catholic Confederation
of Labour.*

June 20, 1947.

Text of Bill 338

An Act to provide for the Investigation,
Conciliation and Settlement of
Industrial Disputes

His Majesty, by and with the advice and consent of the Senate and House of Commons of Canada, enacts as follows:—

SHORT TITLE

1. This Act may be cited as *The Industrial Relations and Disputes Investigation Act*.

PART I

INTERPRETATION

2. (1) In this Act, unless the context otherwise requires,

- (a) "Board" means the labour relations board established to administer this Part;
- (b) "bargaining agent" means a trade union that acts on behalf of employees
 - (i) in collective bargaining; or
 - (ii) as a party to a collective agreement with their employer;
- (c) "certified bargaining agent" means a bargaining agent that has been certified under this Act and the certification of which has not been revoked;
- (d) "collective agreement" means an agreement in writing between an employer or an employers' organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on behalf of the employees, on the other hand, containing terms or conditions of employment of employees that include provisions

with reference to rates of pay and hours of work;

- (e) "collective bargaining" means negotiating with a view to the conclusion of a collective agreement or the renewal or revision thereof, as the case may be; and "bargaining collectively" and "bargain collectively" have corresponding meanings;
- (f) "Conciliation Board" means a Board of Conciliation and Investigation appointed by the Minister in accordance with section twenty-eight of this Act;
- (g) "Conciliation Officer" means a person whose duties include the conciliation of disputes and who is under the control and direction of the Minister;
- (h) "dispute" or "industrial dispute" means any dispute or difference or apprehended dispute or difference between an employer and one or more of his employees or a bargaining agent acting on behalf of his employees, as to matters or things affecting or relating to terms or conditions of employment or work done or to be done by him or by the employee or employees or as to privileges, rights and duties of the employer or the employee or employees;
- (i) "employee" means a person employed to do skilled or unskilled manual, clerical or technical work, but does not include
 - (i) a manager or superintendent, or any other person who, in the opinion of the Board, exercises management functions or is employed in a confidential capacity in matters relating to labour relations;

- (ii) a member of the medical, dental, architectural or legal profession qualified to practise under the laws of a province and employed in that capacity;
- (j) "employer" means any person who employs one or more employees;
- (k) "employers' organization" means an organization of employers formed for purposes including the regulation of relations between employers and employees;
- (l) "lockout" includes the closing of a place of employment, a suspension of work or a refusal by an employer to continue to employ a number of his employees, done to compel his employees, or to aid another employer to compel his employees, to agree to terms or conditions of employment;
- (m) "Minister" means the Minister charged with the administration of this Act;
- (n) "parties" with reference to the appointment of, or proceedings before a Conciliation Board means the parties who are engaged in the collective bargaining or the dispute in respect of which the Conciliation Board is or is not to be established;
- (o) "regulation" means a regulation of the Governor in Council under this Act;
- (p) "strike" includes a cessation of work, or refusal to work or to continue to work, by employees, in combination or in concert or in accordance with a common understanding, for the purpose of compelling their employer to agree to terms or conditions of employment or to aid other employees in compelling their employer to agree to terms or conditions of employment;
- (q) "to strike" includes to cease work, or to refuse to work or to continue to work, in combination or in concert or in accordance with a common understanding, for the purpose of compelling the employer of the employees who so cease, or refuse, to agree to terms or conditions of employment or to aid other employees in compelling their employer to agree to terms or conditions of employment;
- (r) "trade union" or "union" means any organization of employees formed for the purpose of regulating relations between employers and employees; and
- (s) words importing the masculine gender include corporations, trade unions and employers' organizations, as well as females.
- (2) No person shall cease to be an employee within the meaning of this Act by reason only of his ceasing to work as the result of a lockout or strike or by reason only of dismissal contrary to this Act.
- (3) For the purposes of this Act, a "unit" means a group of employees and "appropriate for collective bargaining" with reference to a unit, means a unit that is appropriate for such purposes whether it be an employer unit, craft unit, technical unit, plant unit, or any other unit and whether or not the employees therein are employed by one or more employer.

RIGHTS OF EMPLOYEES AND EMPLOYERS

3. (1) Every employee has the right to be a member of a trade union and to participate in the activities thereof.

(2) Every employer has the right to be a member of an employers' organization and to participate in the activities thereof.

UNFAIR LABOUR PRACTICES

4. (1) No employer or employers' organization, and no person acting on behalf of an employer or employers' organization, shall participate in or interfere with the formation or administration of a trade union, or contribute financial or other support to it: Provided that an employer may, notwithstanding anything contained in this section, permit an employee or representative of a trade union to confer with him during working hours or to attend to the business of the organization during working hours without deduction of time so occupied in the computation of the time worked for the employer and without deduction of wages in respect of the time so occupied, or provide free transportation to representatives of a trade union for purposes of collective bargaining or permit a trade union the use of the employers' premises for the purposes of the trade union.

(2) No employer, and no person acting on behalf of an employer, shall

- (a) refuse to employ or to continue to employ any person, or otherwise discriminate against any person in regard to employment or any term or condition of employment because the person is a member of a trade union; or
- (b) impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under this Act.

(3) No employer and no person acting on behalf of an employer shall seek by intimidation, by threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union and no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or to cease to be a member of a trade union.

(4) Except as expressly provided, nothing in this Act shall be interpreted to affect the right of an employer to suspend, transfer, lay off or discharge an employee for proper and sufficient cause.

5. Except with the consent of the employer, no trade union and no person acting on behalf of a trade union shall attempt, at an employers' place of employment during the working hours of an employee of the employer, to persuade the employee to become or refrain from becoming or continuing to be a member of a trade union.

6. (1) Nothing in this Act prohibits the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade union, or granting a preference of employment to members of a specified trade union.

(2) No provision in a collective agreement requiring an employer to discharge an employee because such employee is or continues to be a member of, or engages in activities on behalf of a union other than a specified trade union, shall be valid.

COLLECTIVE BARGAINING

Application for Certification of Bargaining Agent

7. (1) A trade union claiming to have as members in good standing a majority of employees of one or more employers in a unit

that is appropriate for collective bargaining may, subject to the rules of the Board and in accordance with this section, make application to the Board to be certified as bargaining agent of the employees in the unit.

(2) Where no collective agreement is in force and no bargaining agent has been certified under this Act for the unit, the application may be made at any time.

(3) Where no collective agreement is in force but a bargaining agent has been certified under this Act for the unit, the application may be made after the expiry of twelve months from the date of certification of the bargaining agent, but not before, except with the consent of the Board.

(4) Where a collective agreement is in force, the application may be made at any time after the expiry of ten months of the term of the collective agreement, but not before, except with the consent of the Board.

(5) Two or more trade unions claiming to have as members in good standing of the said unions a majority of employees in a unit that is appropriate for collective bargaining, may join in an application under this section and the provisions of this Act relating to an application by one union and all matters or things arising therefrom, shall apply in respect of the said application and the said unions as if it were an application by one union.

8. Where a group of employees of an employer belong to a craft or group exercising technical skills, by reason of which they are distinguishable from the employees as a whole and the majority of the group are members of one trade union pertaining to such craft or other skills, the trade union may apply to the Board subject to the provisions of section seven of this Act, and shall be entitled to be certified as the bargaining agent of the employees in the group if the group is otherwise appropriate as a unit for collective bargaining.

Certification

9. (1) Where a trade union makes application for certification under this Act as bargaining agent of employees in a unit, the Board shall determine whether the unit in respect of which the application is made is appropriate for collective bargaining and the Board may, before certification, if it deems it appropriate, include additional employees in, or exclude employees from, the unit.

(2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining.

(a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union; or

(b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf;

the Board may certify the trade union as the bargaining agent of the employees in the unit.

(3) Where an application for certification under this Act is made by a trade union claiming to have as members in good standing a majority in a unit that is appropriate for collective bargaining, the employees in which are employed by two or more employers, the

Board shall not certify the trade union as the bargaining agent of the employees in the unit unless

(a) all employers of the said employees consent thereto; and

(b) the Board is satisfied that the trade union might be certified by it under this section as the bargaining agent of the employees in the unit of each such employer if separate applications for such purpose were made by the trade union.

(4) The Board shall, for the purposes of determining whether the majority of the employees in a unit are members in good standing of a trade union or whether a majority of them have selected a trade union to be their bargaining agent, make or cause to be made such examination of records or other inquiries as it deems necessary, including the holding of such hearings or the taking of such votes as it deems expedient, and the Board may prescribe the nature of the evidence to be furnished to the Board.

(5) Notwithstanding anything in this Act, no trade union, the administration, management or policy of which is, in the opinion of the Board,

(a) influenced by an employer so that its fitness to represent employees for the purpose of collective bargaining is impaired; or

(b) dominated by an employer; shall be certified as a bargaining agent of employees, nor shall an agreement entered into between such trade union and such employer be deemed to be a collective agreement for the purposes of this Act.

Effect of Certification

10. Where a trade union is certified under this Act as the bargaining agent of the employees in a unit

(a) the trade union shall immediately replace any other bargaining agent of employees in the unit and shall have exclusive authority to bargain collectively on behalf of employees in the unit and to bind them by a collective agreement until the certification of the trade union in respect of employees in the unit is revoked;

(b) if another trade union had previously been certified as bargaining agent in respect of employees in the unit, the certification of the last mentioned trade union shall be deemed to be revoked in respect of such employees; and

(c) if, at the time of certification, a collective agreement binding on or entered into on behalf of employees in the unit is in force, the trade union shall be substituted as a party to the agreement in place of the bargaining agent that is a party to the agreement on behalf of employees in the unit, and may, notwithstanding anything contained in the agreement, upon two months' notice to the employer terminate the agreement in so far as it applies to those employees.

Revocation of Certification

11. Where in the opinion of the Board a bargaining agent no longer represents a majority of employees in the unit for which it was certified, the Board may revoke such certification and thereupon, notwithstanding

sections fourteen and fifteen of this Act, the employer shall not be required to bargain collectively with the bargaining agent, but nothing in this section shall prevent the bargaining agent from making an application under section seven of this Act.

Notice to Negotiate

12. Where the Board has under this Act certified a trade union as a bargaining agent of employees in a unit and no collective agreement with their employer binding on or entered into on behalf of employees in the unit, is in force,

(a) the bargaining agent may, on behalf of the employees in the unit, by notice, require their employer to commence collective bargaining; or

(b) the employer or an employers' organization representing the employer may, by notice, require the bargaining agent to commence collective bargaining;

with a view to the conclusion of a collective agreement.

13. Either party to a collective agreement, whether entered into before or after the commencement of this Act, may, within the period of two months next preceding the date of expiry of the term of, or preceding termination of the agreement, by notice, require the other party to the agreement to commence collective bargaining with a view to the renewal or revision of the agreement or conclusion of a new collective agreement.

Negotiation

14. Where notice to commence collective bargaining has been given under section twelve of this Act

(a) the certified bargaining agent and the employer, or an employers' organization representing the employer shall, without delay, but in any case within twenty clear days after the notice was given or such further time as the parties may agree, meet and commence or cause authorized representatives on their behalf to meet and commence to bargain collectively with one another and shall make every reasonable effort to conclude a collective agreement; and

(b) the employer shall not, without consent by or on behalf of the employees affected, decrease rates of wages or alter any other term or condition of employment of employees in the unit for which the bargaining agent is certified until a collective agreement has been concluded or until a Conciliation Board appointed to endeavour to bring about agreement has reported to the Minister and fourteen days have elapsed after the report has been received by the Minister, whichever is earlier, or until the Minister has advised the employer that he has decided not to appoint a Conciliation Board.

15. Where a party to a collective agreement has given notice under section thirteen of this Act to the other party to the agreement

(a) the parties shall, without delay, but in any case within twenty clear days after the notice was given or such further time as the parties may agree upon, meet and commence or cause authorized representatives on their behalf to meet and commence to bargain collectively and make every

reasonable effort to conclude a renewal or revision of the agreement or a new collective agreement; and

(b) if a renewal or revision of the agreement or a new collective agreement has not been concluded before expiry of the term of, or termination of the agreement, the employer shall not, without consent by or on behalf of the employees affected, decrease rates of wages, or alter any other term or condition of employment in effect immediately prior to such expiry or termination provided for in the agreement, until a renewal or revision of the agreement or a new collective agreement has been concluded or a Conciliation Board, appointed to endeavour to bring about agreement, has reported to the Minister and fourteen days have elapsed after the report has been received by the Minister, whichever is earlier, or until the Minister has advised the employer that he has decided not to appoint a Conciliation Board.

Conciliation

16. Where a notice to commence collective bargaining has been given under this Act and

(a) collective bargaining has not commenced within the time prescribed by this Act; or

(b) collective bargaining has commenced; and either party thereto requests the Minister in writing to instruct a Conciliation Officer to confer with the parties thereto to assist them to conclude a collective agreement or a renewal or revision thereof and such request is accompanied by a statement of the difficulties, if any, that have been encountered before the commencement or in the course of the collective bargaining, or in any other case in which in the opinion of the Minister it is advisable so to do, the Minister may instruct a Conciliation Officer to confer with the parties engaged in collective bargaining.

17. Where a Conciliation Officer fails to bring about an agreement between parties engaged in collective bargaining or in any other case where in the opinion of the Minister a Conciliation Board should be appointed to endeavour to bring about agreement between parties to a dispute, the Minister may appoint a Conciliation Board for such purpose.

COLLECTIVE AGREEMENTS

18. A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

(a) the bargaining agent and every employee in the unit of employees for which the bargaining agent has been certified; and

(b) the employer who has entered into the agreement or on whose behalf the agreement has been entered into.

19. (1) Every collective agreement entered into after the commencement of this Act shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into, concerning its meaning or violation.

(2) Where a collective agreement, whether entered into before or after the commencement of this Act, does not contain a provision as required by this section, the Board shall, upon

application of either party to the agreement, by order, prescribe a provision for such purpose and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on the parties to and all persons bound by the agreement and all persons on whose behalf the agreement was entered into.

(3) Every party to and every person bound by the agreement, and every person on whose behalf the agreement was entered into, shall comply with the provision for final settlement contained in the agreement.

20. (1) Notwithstanding anything therein contained, every collective agreement, whether entered into before or after the commencement of this Act, shall, if for a term of less than a year, be deemed to be for a term of one year from the date upon which it came or comes into operation, or if for an indeterminate term shall be deemed to be for a term of at least one year from that date and shall not, except as provided by section ten of this Act or with the consent of the Board, be terminated by the parties thereto within a period of one year from that date.

(2) Nothing in this section shall prevent the revision of any provision of a collective agreement, other than a provision relating to the term of the collective agreement, that under the agreement is subject to revision during the term thereof.

STRIKES AND LOCKOUTS

21. Where a trade union on behalf of a unit of employees is entitled by notice under this Act to require their employer to commence collective bargaining with a view to the conclusion or renewal or revision of a collective agreement, the trade union shall not take a strike vote or authorize or participate in the taking of a strike vote of employees in the unit or declare or authorize a strike of the employees in the unit, and no employee in the unit shall strike, and the employer shall not declare or cause a lockout of the employees in the unit, until

(a) the bargaining agent and the employer, or representatives authorized by them in that behalf have bargained collectively and have failed to conclude a collective agreement; and either

(b) a Conciliation Board has been appointed to endeavour to bring about agreement between them and fourteen days have elapsed from the date on which the report of the Conciliation Board was received by the Minister; or

(c) either party has requested the Minister in writing to appoint a Conciliation Board to endeavour to bring about agreement between them and fifteen days have elapsed since the Minister received the said request and

(i) no notice under subsection two of section twenty-eight of this Act has been given by the Minister, or

(ii) the Minister has notified the party so requesting that he has decided not to appoint a Conciliation Board.

22. (1) Except in respect of a dispute that is subject to the provisions of subsection two of this section

(a) no employer bound by or who is a party to a collective agreement, whether entered into before or after the commencement of

this Act, shall declare or cause a lockout with respect to any employee bound by the collective agreement or on whose behalf the collective agreement was entered into; and

(b) during the term of the collective agreement, no employee bound by a collective agreement or on whose behalf a collective agreement has been entered into, whether entered into before or after the commencement of this Act, shall go on strike and no bargaining agent that is a party to the agreement shall declare or authorize a strike of any such employee.

(2) Where a collective agreement is in force and any dispute arises between the parties thereto with reference to the revision of a provision of the agreement that by the provisions of the agreement is subject to revision during the term of the agreement, the employer bound thereby or who is a party thereto shall not declare or cause a lockout with respect to any employee bound thereby or on whose behalf the collective agreement has been entered into, and no such employee shall strike and no bargaining agent that is a party to the agreement shall declare or authorize a strike of any such employee until

(a) the bargaining agent of such employees and the employer or representatives authorized by them on their behalf have bargained collectively and have failed to conclude an agreement on the matters in dispute; and either

(b) a Conciliation Board has been appointed to endeavour to bring about agreement between them and fourteen days have elapsed from the date on which the report of the Conciliation Board was received by the Minister; or

(c) either party has requested the Minister in writing to appoint a Conciliation Board to endeavour to bring about agreement between them and fifteen days have elapsed since the Minister received the said request and

(i) no notice under subsection two of section twenty-eight of this Act has been given by the Minister, or

(ii) the Minister has notified the party so requesting that he has decided not to appoint a Conciliation Board.

23. Where a Conciliation Board has been appointed to conciliate a dispute between an employer and any of his employees otherwise than during the term of a collective agreement or in the course of collective bargaining, no such employee shall strike and the employer shall not declare or cause a lockout with respect to any such employee until fourteen days have elapsed from the date on which the report of the Conciliation Board was received by the Minister.

24. A trade union that is not entitled to bargain collectively under this Act on behalf of a unit of employees shall not declare or authorize a strike of employees in that unit.

25. Nothing in this Act shall be interpreted to prohibit the suspension or discontinuance of operations in an employer's establishment, in whole or in part, not constituting a lockout or strike.

26. Notwithstanding anything contained in this Act, any employee may present his personal grievance to his employer at any time.

CONCILIATION PROCEEDINGS

Conciliation officers

27. Where a Conciliation Officer has, under this Act, been instructed to confer with parties engaged in collective bargaining or to any dispute, he shall, within fourteen days after being so instructed or within such longer period as the Minister may from time to time allow, make a report to the Minister setting out

- (a) the matters, if any, upon which the parties have agreed;
- (b) the matters, if any, upon which the parties cannot agree; and
- (c) as to the advisability of appointing a Conciliation Board with a view to effecting an agreement.

Constitution of Conciliation Boards

28. (1) A Board of Conciliation and Investigation under this Act shall consist of three members appointed in the manner provided in this section.

(2) Where the Minister has decided to appoint a Conciliation Board, he shall forthwith, by notice in writing, require each of the parties within seven days after receipt by the party of the notice, to nominate one person to be a member of the Conciliation Board, and upon receipt of the nomination within the seven days, the Minister shall appoint such person a member of the Conciliation Board.

(3) If either of the parties to whom notice is given under this section, fails or neglects to nominate a person within seven days after receipt of the notice, the Minister shall appoint as a member of the Conciliation Board, a person he deems fit for such purpose, and such member shall be deemed to be appointed on the recommendation of the said party.

(4) The two members appointed under subsection two and three of this section shall, within five days after the day on which the second of them is appointed, nominate a third person, who is willing and ready to act, to be a member and Chairman of the Conciliation Board, and the Minister shall appoint such person a member and Chairman of the Conciliation Board.

(5) If the two members appointed under subsections two and three of this section fail or neglect to make a nomination within five days after the appointment of the second such member, the Minister shall forthwith appoint as the third member and Chairman of the Conciliation Board, a person whom he deems fit for such purpose.

(6) When the Conciliation Board has been appointed, the Minister shall forthwith notify the parties of the names of the members of the Board.

(7) Where the Minister has given notice to parties that a Conciliation Board has been appointed under this Act, it shall be conclusively presumed that the Conciliation Board described in the said notice has been established in accordance with the provisions of this Act, and no order shall be made or process entered or proceedings taken in any court to question the granting or refusal of a Conciliation Board, or to review, prohibit or restrain establishment of that Conciliation Board or any of its proceedings.

29. Upon a person ceasing to be a member of a Conciliation Board before it has completed its work, the Minister shall appoint a member in his place who shall be selected in the manner prescribed by this Act for the selection of the person who has so ceased to be a member.

30. Each member of a Conciliation Board shall, before acting as such, take and subscribe before a person authorized to administer an oath or affirmation, and file with the Minister, an oath or affirmation in the following form:

"I do solemnly swear (affirm) that I will faithfully, truly and impartially to the best of my knowledge, skill and ability, execute and perform the office of member of the Conciliation Board appointed to..... and will not, except in the discharge of my duties, disclose to any person any of the evidence or other matter brought before the said Board. So help me God."

Terms of Reference

31. (1) Where the Minister has appointed a Conciliation Board, he shall forthwith deliver to it a statement of the matters referred to it, and may, either before or after the making of its report, amend or add to such statement.

(2) After a Conciliation Board has made its report the Minister may direct it to reconsider and clarify or amplify the report or any part thereof or to consider and report on any new matter added to the amended statement of matters referred to it and the report of the Conciliation Board shall not be deemed to be received by the Minister until such reconsidered report is received.

Procedure

32 (1) A Conciliation Board shall, immediately after appointment of the Chairman thereof, endeavour to bring about agreement between the parties in relation to the matters referred to it.

(2) Except as otherwise provided in this Act, a Conciliation Board may determine its own procedure, but shall give full opportunity to all parties to present evidence and make representations.

(3) The Chairman may, after consultation with the other members of the Board, fix the time and place of sittings of a Conciliation Board and shall notify the parties as to the time and place so fixed.

(4) The Chairman and one other member of a Conciliation Board shall be a quorum, but, in the absence of a member, the other members shall not proceed unless the absent member has been given reasonable notice of the sitting.

(5) The decision of a majority of the members present at a sitting of a Conciliation Board shall be the decision of the Conciliation Board, and in the event that the votes are equal the Chairman shall have a casting vote.

(6) The Chairman shall forward to the Minister a detailed certified statement of the sittings of the Board, and of the members and witnesses present at each sitting.

(7) The report of the majority of its members shall be the report of the Conciliation Board.

(8) In any proceedings before the Conciliation Board, no person except with the consent of the parties shall be entitled to be repre-

mented by a barrister, solicitor or advocate and, notwithstanding such consent, a Conciliation Board may refuse to allow a barrister, solicitor or advocate to represent a party in any such proceedings.

33. (1) A Conciliation Board shall have the power of summoning before it any witnesses and of requiring them to give evidence on oath, or on solemn affirmation if they are persons entitled to affirm in civil matters, and orally or in writing, and to produce such documents and things as the Conciliation Board deems requisite to the full investigation and consideration of the matters referred to it, but the information so obtained from such documents shall not, except as the Conciliation Board deems expedient, be made public.

(2) A Conciliation Board shall have the same power to enforce the attendance of witnesses and to compel them to give evidence as is vested in any court of record in civil cases.

(3) Any member of a Conciliation Board may administer an oath, and the Conciliation Board may receive and accept such evidence on oath, affidavit or otherwise as it in its discretion may deem fit and proper whether admissible in evidence in a court of law or not.

34. A Conciliation Board or a member of a Conciliation Board or any person who has been authorized for such purpose in writing by a Conciliation Board may, without any other warrant than this section, at any time, enter a building, ship, vessel, factory, workshop, place, or premises of any kind wherein work is being or has been done or commenced by employees or in which an employer carries on business or any matter or thing is taking place or has taken place, concerning the matters referred to the Conciliation Board, and may inspect and view any work, material, machinery, appliance or article therein, and interrogate any person in or upon any such place, matter or thing hereinbefore mentioned; and no person shall hinder or obstruct the Board or any person authorized as aforesaid in the exercise of a power conferred by this section or refuse to answer an interrogation made as aforesaid.

Report

35. A Conciliation Board shall, within fourteen days after the appointment of the Chairman of the Board, or within such longer period as may be agreed upon by the parties, or as may from time to time be allowed by the Minister, report its findings and recommendations to the Minister.

36. On receipt of the report of a Conciliation Board the Minister shall forthwith cause a copy thereof to be sent to the parties and he may cause the report to be published in such manner as he sees fit.

37. No report of a Conciliation Board, and no testimony or proceedings before a Conciliation Board shall be receivable in evidence in any court in Canada except in the case of a prosecution for perjury.

ARBITRATION

38. Where a Conciliation Board has been appointed and at any time before or after it has made its report, the parties so agree in writing, the recommendation of the Conciliation Board shall be binding on the parties and they shall give effect thereto.

ENFORCEMENT

39. Every employer and every person acting on behalf of an employer who decreases a wage rate or alters any term or condition of employment contrary to section fourteen or section fifteen of this Act is guilty of an offence and liable on summary conviction to a fine not exceeding

(a) five dollars in respect of each employee whose wage rate was so decreased or whose term or condition of employment was so altered, or

(b) two hundred and fifty dollars, whichever is the lesser, for each day during which such decrease or alteration continues contrary to this Act.

40. (1) Every person, trade union and employers' organization who violates section four or section five of this Act is guilty of an offence and liable upon summary conviction,

(a) if an individual, to a fine not exceeding two hundred dollars; or

(b) if a corporation, trade union or employers' organization, to a fine not exceeding five hundred dollars.

(2) Where an employer is convicted for violation of paragraph (a) of subsection two of section four of this Act by reason of his having suspended, transferred, laid off or discharged an employee contrary to this Act, the convicting court, judge or magistrate, in addition to any other penalty authorized by this Act may order the employer to pay to the employee such sum as in the opinion of the court, judge or magistrate, as the case may be, is equivalent to the wages, salary or other remuneration that would have accrued to the employee up to the date of conviction but for such suspension, transfer, lay-off or discharge.

(3) Every person, trade union and employers' organization who contrary to this Act refuses or neglects to comply with any lawful order of the Board is guilty of an offence and liable on summary conviction to a fine not exceeding fifty dollars for each day during which such refusal or failure continues.

41. (1) Every employer who declares or causes a lockout contrary to this Act is guilty of an offence and liable upon summary conviction to a fine not exceeding two hundred and fifty dollars for each day that the lockout exists.

(2) Every person acting on behalf of an employer who declares or causes a lockout contrary to this Act is guilty of an offence and liable on summary conviction to a fine not exceeding three hundred dollars.

(3) Every trade union that declares or authorizes a strike contrary to this Act is guilty of an offence and liable upon summary conviction to a fine not exceeding one hundred and fifty dollars for each day that the strike exists.

(4) Every officer or representative of a trade union who declares or authorizes a strike contrary to this Act is guilty of an offence and liable upon summary conviction to a fine not exceeding three hundred dollars.

42. Every person, trade union or employers' organization who does anything prohibited by this Act or who refuses or neglects to do anything required by this Act to be done by him is guilty of an offence and, except where some other penalty is by this Act provided for the

act, refusal or neglect is liable on summary conviction,

- (a) if an individual, to a fine not exceeding one hundred dollars; or
- (b) if a corporation, trade union or employers' organization, to a fine not exceeding five hundred dollars.

43 (1) Where the Minister receives a complaint in writing from a party to collective bargaining that any other party to such collective bargaining has failed to comply with paragraph (a) of section fourteen of this Act or with paragraph (a) of section fifteen of this Act, he may refer the same to the Board.

(2) Where a complaint from a party to collective bargaining is referred to the Board pursuant to subsection one of this section, the Board shall inquire into the complaint and may dismiss the complaint or may make an order requiring any party to such collective bargaining to do such things as in the opinion of the Board are necessary to secure compliance with paragraph (a) of section fourteen or paragraph (a) of section fifteen of this Act.

(3) Every employer, employers' organization, trade union or other person in respect of whom an order is made under this section, shall comply with such order.

44. (1) A person claiming to be aggrieved because of an alleged violation of any of the provisions of this Act may make a complaint in writing to the Minister and the Minister, upon receipt of such complaint, may require an Industrial Inquiry Commission appointed by him pursuant to section fifty-six of this Act or a Conciliation Officer to investigate and make a report to him in respect of the alleged violation.

(2) Upon receipt of a report pursuant to subsection one of this section, the Minister shall furnish a copy to each of the parties affected and if the Minister considers it desirable to do so, shall publish the same in such manner as he sees fit.

(3) The Minister shall take into account any report made pursuant to this section in granting or refusing to grant consent to prosecute under section forty-six of this Act.

45. A prosecution for an offence under this Act may be brought against an employers' organization or a trade union and in the name of the organization or union and for the purpose of such a prosecution a trade union or an employers' organization shall be deemed to be a person, and any act or thing done or omitted by an officer or agent of an employers' organization or trade union within the scope of his authority to act on behalf of the organization or union shall be deemed to be an act or thing done or omitted by the employers' organization or trade union.

46. (1) No prosecution for an offence under this Act shall be instituted except with the consent in writing of the Minister.

(2) A consent by the Minister indicating that he has consented to the prosecution of a person named therein for an offence under this Act alleged to have been committed, or in the case of a continuing offence, alleged to have commenced, on a date therein set out, shall be a sufficient consent for the purposes of this section to the prosecution of the said person for any offence under this Act committed by or commencing on the said date.

GENERAL

47. For the purposes of this Act, an application to the Board or any notice or any collective agreement may be signed, if it is made, given or entered into

- (a) by an employer who is an individual, by the employer himself;
- (b) where several individuals, who are jointly employers, by a majority of the said individuals;
- (c) by a corporation, by one of its authorized managers or by one or more of the principal executive officers;
- (d) by a trade union or employers' organization, by the president and secretary or by any two officers thereof or by any person authorized for such purpose by resolution duly passed at a meeting thereof.

48. For the purpose of this Act, and of any proceedings taken thereunder, any notice or other communication sent through His Majesty's mails shall be presumed, unless the contrary is proved, to have been received by the addressee in the ordinary course of mail.

(2) A document may be served or delivered for the purposes of this Act or any proceedings thereunder in the manner prescribed by regulation.

49. (1) Any document purporting to contain or to be a copy of any rule, decision or order of the Board, and purporting to be signed by a member of the Board, or the chief executive officer thereof, shall be accepted by any court as evidence of the regulation, rule, direction, order or other matter therein contained of which it purports to be a copy.

(2) A certificate purporting to be signed by the Minister or his Deputy or by an official in his department stating that a report, request or notice was or was not received or given by the Minister pursuant to this Act, and if so received or given, the date upon which it was so received or given, shall be *prima facie* evidence of the facts stated therein without proof of the signature or of the official character of the person appearing to have signed the same.

50. Failure of a Conciliation Officer or Conciliation Board to report to the Minister within the time provided in this Act shall not invalidate the proceedings of the Conciliation Officer or Conciliation Board or terminate the authority of the Conciliation Board under this Act.

51. No proceeding under this Act shall be deemed invalid by reason of any defect in form or any technical irregularity.

INFORMATION

52. (1) Each of the parties to a collective agreement shall forthwith upon its execution file one copy with the Minister.

(2) The Board may direct any trade union or employers' organization which is a party to any application for certification, or is a party to an existing collective agreement, to file with the Board

- (a) a statutory declaration signed by its President or Secretary stating the names and addresses of its officers; and
- (b) a copy of its constitution and by-laws; and the trade union or employers' organization shall comply with the direction within the time prescribed by the Board.

PART II

APPLICATION AND ADMINISTRATION

Application

53. Part I of this Act shall apply in respect of employees who are employed upon or in connection with the operation of the following works, undertakings or businesses, namely,

- (a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transportation by ship anywhere in Canada;
- (b) railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province;
- (c) lines of steam and other ships connecting a province with any other or others of the provinces or extending beyond the limits of a province;
- (d) ferries between any province and any other province or between any province and any country other than Canada;
- (e) aerodromes, aircraft and lines of air transportation;
- (f) radio broadcasting stations;
- (g) such works or undertakings as, although wholly situate within a province, are before or after their execution declared by the Parliament of Canada to be for the general advantage of Canada or for the advantage of two or more of the provinces; and
- (h) any work, undertaking or business outside the exclusive legislative authority of the legislature of any province;

and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

54. Part I of this Act shall apply in respect of any corporation established to perform any function or duty on behalf of the Government of Canada and in respect of employees of such corporations, except any such corporation, and the employees thereof, that the Governor in Council, excludes from the provisions of Part I.

55. Except as provided by section fifty-four, Part I of this Act shall not apply to His Majesty in right of Canada or employees of His Majesty in right of Canada.

INDUSTRIAL INQUIRIES

56. (1) The Minister may either upon application or of his own initiative, where he deems it expedient, make or cause to be made any inquiries he thinks fit regarding industrial matters, and may do such things as seem calculated to maintain or secure industrial peace and to promote conditions favourable to settlement of disputes.

(2) For any of the purposes of subsection one of this section or where in any industry a dispute or difference between employers and employees exists or is apprehended, the Minister may refer the matters involved to a Commission, to be designated as an Industrial Inquiry Commission, for investigation thereof, as the Minister deems expedient, and for report thereon; and shall furnish the Commission with a statement of the matters concerning which

such inquiry is to be made, and, in the case of any inquiry involving any particular persons or parties, shall advise such persons or parties of such appointment.

(3) Immediately following its appointment an Industrial Inquiry Commission shall inquire into the matters referred to it by the Minister and endeavour to carry out its terms of reference; and in the case of a dispute or difference in which a settlement has not been effected in the meantime the report of the result of its inquiries, including its recommendations, shall be made to the Minister within fourteen days of its appointment or such extension thereof as the Minister may from time to time grant.

(4) Upon receipt of a report of an Industrial Inquiry Commission relating to any dispute or difference between employers and employees the Minister shall furnish a copy to each of the parties affected and shall publish the same in such manner as he sees fit.

(5) An Industrial Inquiry Commission shall consist of one or more members appointed by the Minister and the provisions of sections thirty-three and thirty-four of this Act shall apply, *mutatis mutandis*, as though enacted in respect of that Commission and the Commission may determine its own procedure but shall give full opportunity to all parties to present evidence and make representations.

(6) The Chairman and members of an Industrial Inquiry Commission shall be paid remuneration and expenses at the same rate as is payable to a Chairman and members of a Conciliation Board under this Act.

ADMINISTRATION

Minister

57. The Minister of Labour shall be charged with the administration of this Act and shall exercise the powers and perform the duties imposed on the Minister by Part I of this Act.

Canada Labour Relations Board

58. (1) There shall be a labour relations board to administer Part I of this Act which shall be known as the Canada Labour Relations Board and shall consist of a chairman, and such number of other members as the Governor in Council may determine, not exceeding eight consisting of an equal number of members representative of employees and employers.

(2) The members of the Board shall be appointed by the Governor in Council and shall hold office during pleasure.

(3) In addition to the chairman and members of the Board, the Governor in Council may appoint a person as vice-chairman to act in the place of the chairman during his absence for any reason, and the vice-chairman shall be a member of the Board while so acting.

(4) The head office of the Board shall be in Ottawa.

(5) The Board shall have the powers of commissioners under Part I of the *Inquiries Act*.

(6) The Board may receive and accept such evidence and information on oath, affidavit or otherwise as in its discretion it may deem fit and proper whether admissible as evidence in a court of law or not.

(7) The members shall be paid such remuneration as may be fixed by the Governor in Council, and such actual and reasonable

expenses as may be incurred by them in the discharge of their duties.

59. The Board may by order authorize any person or board to exercise or perform all or any of its powers or duties under this Act relating to any particular matter and a person or board so authorized shall with respect to such matter have the powers of commissioners under Part I of the *Inquiries Act*.

60. The Board may, with the approval of the Governor in Council, make rules governing its procedure and, where an application for certification in respect of a unit has been refused, the time when a further application may be made in respect of the same unit by the same applicant.

Powers of Board

61 (1) If in any proceeding before the Board a question arises under this Act as to whether

- (a) a person is an employer or employee;
- (b) an organization or association is an employers' organization or a trade union;
- (c) in any case a collective agreement has been entered into and the terms thereof and the persons who are parties to or are bound by the collective agreement or on whose behalf the collective agreement was entered into;
- (d) a collective agreement is by its terms in full force and effect;
- (e) any party to collective bargaining has failed to comply with paragraph (a) of section fourteen or with paragraph (a) of section fifteen of this Act;
- (f) a group of employees is a unit appropriate for collective bargaining;
- (g) an employee belongs to a craft or group exercising technical skills; or
- (h) a person is a member in good standing of a trade union;

the Board shall decide the question and its decision shall be final and conclusive for all the purposes of this Act.

(2) A decision or order of the Board is final and conclusive and not open to question, or review, but the Board may, if it considers it advisable so to do, reconsider any decision or order made by it under this Act, and may vary or revoke any decision or order made by it under this Act.

Arrangements with Provinces

62. (1) Where legislation enacted by the legislature of a province and Part I of this Act are substantially uniform, the Minister of Labour may, on behalf of the Government of Canada, with the approval of the Governor in Council, enter into an agreement with the government of the province to provide for the administration by officers and employees of Canada of the provincial legislation.

(2) An agreement made pursuant to subsection one of this section may provide

- (a) for the administration by Canada of the said legislation of the province with respect to any particular undertaking or business;
- (b) that the person who is from time to time the Minister may on behalf of the province exercise or perform powers or duties conferred under the legislation of the province referred to in subsection one of this section;

(c) that the persons who from time to time are members of the Board, or other officers and employees of Canada, may exercise or perform powers or duties conferred or imposed under the said legislation of the province, either by way of appeal or otherwise; and

(d) for payment by the Government of the province to the Government of Canada for expenses incurred by the said Government of Canada in the administration of the said legislation of the province.

63. Where the legislature of a province has enacted legislation substantially uniform with Part I of this Act and

- (a) an agreement has been entered into between the Government of Canada and the government of such province; or
 - (b) such legislation so provides and the Governor in Council so orders;
- the person who is from time to time the Minister and the persons who, from time to time, are members of the Board, and other officers or employees of Canada, may exercise the powers and perform the duties specified in such legislation or agreement.

Conciliation Boards

64 (1) Unless the Governor in Council otherwise orders, the following remuneration shall be paid:

- (a) to a member of a Conciliation Board other than the chairman, an allowance of five dollars for each day, not more than three, during which he is engaged in considering the recommendation of a person to be the third member of the Board; and,
- (b) to a member of the Board, other than the chairman, an allowance at the rate of twenty-five dollars for each day he is present when the Board sits and for each day necessarily spent travelling from his place of residence to a meeting of the Board and returning therefrom and for each day not exceeding two days he is engaged in completion of the Board's report and to the chairman an allowance of thirty dollars for each day to be similarly determined.

(2) Each member of a Conciliation Board is entitled to his actual and reasonable travelling and living expenses for each day that he is absent from his place of residence, in connection with the work of the Board.

65. Every person who is summoned by the Board or a Conciliation Board or Industrial Inquiry Commission and duly attends as a witness shall be entitled to an allowance for expenses determined in accordance with the scale for the time being in force with respect to witnesses in civil suits in the superior court in the province where the inquiry is being conducted, and in any event, he shall be entitled to not less than four dollars for each day he so attends.

66. The Minister may provide a Conciliation Board, or Industrial Inquiry Commission with a secretary, stenographer, and such clerical or other assistance as to the Minister seems necessary for the performance of its duties and fix their remuneration.

REGULATIONS

67. (1) The Governor in Council may make regulations

- (a) as to the time within which anything authorized by this Act shall be done;

- (b) excluding an employer or employee or any class of employers or employees from the provisions of Part I of this Act or any of the provisions thereof; and
- (c) generally for carrying any of the purposes or provisions of this Act into effect.

(2) Regulations made under this section shall go into force on the day of the publication thereof in the *Canada Gazette*, and they shall be laid before Parliament within fifteen days after such publication, or, if Parliament is not then in session, within fifteen days after the opening of the next session thereof.

ANNUAL REPORT

68. An annual report with respect to the matters transacted by him under this Act shall be laid by the Minister before Parliament within the first fifteen days of each session thereof.

GENERAL

69. There may be employed in the manner authorized by law, such officers, clerks and employees as are necessary for the administration of this Act, including a Chief Executive Officer of the Board.

70. The expenses of the administration of this Act shall be paid out of moneys provided by Parliament.

71. All fines and penalties imposed under this Act shall be payable to the Receiver General of Canada and belong to His Majesty in right of Canada for the public uses of Canada.

CONTINUATION

72. (1) The Canada Labour Relations Board established by this Act shall be the successor to the Wartime Labour Relations Board established by order of His Excellency the Governor General in Council of the seventeenth day of February, one thousand nine hundred and forty-four, as amended from time to time, and the said order, as amended, shall be deemed to have been revoked on the coming into force of this Act, and all acts and things done and

matters and proceedings commenced by the said Wartime Labour Relations Board under the said order, as amended, shall, in so far as the said matters and proceedings are within the authority of the Canada Labour Relations Board established by this Act, be continued by the Canada Labour Relations Board under this Act.

(2) Every regulation, order, decision or determination or any other act or thing, made, given or done by or on behalf of the Wartime Labour Relations Board or by the Minister or by any other person under the order of His Excellency the Governor General in Council mentioned in subsection one of this section, shall, in so far as the said regulation, order, decision, determination, act or thing might be done under this Act, be deemed to have been made, given or done by the Canada Labour Relations Board or the Minister or such other person under this Act.

(3) Where a person was certified, before the commencement of this Act, under the Order of His Excellency the Governor General in Council mentioned in subsection one of this section, as a bargaining agent pursuant to an application by a trade union (including therein an employees' organization as defined in the said Order) the said trade union shall be deemed to have been certified as a bargaining agent for the purposes of Part I of this Act for the employees on behalf of whom the said person was so certified so far as the said Part I applies to the said employees, and where in any other case a person was so certified as a bargaining agent, such person shall be deemed to be a bargaining agent for the purposes of Part I of this Act for the employees on behalf of whom he was so certified so far as the said Part I applies to the said employees.

REPEAL AND COMMENCEMENT

73. The *Industrial Disputes Investigation Act* is repealed.

74. This Act shall come into force on a day to be fixed by proclamation.

Present Position with Respect to Labour Relations Legislation in Canada

DURING the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944, which suspended the Industrial Disputes Investigation Act, enacted first in 1907, have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes. The Regulations applied throughout Canada to transport and communication agencies, and, by virtue of the War Measures Act and subsequent enactments, to certain specified industries deemed essential to the war effort or to the life of the community, and, by virtue of provincial enactments in certain provinces, to all other industries within their scope in the province.

The Labour Relations Regulations while making several modifications in application and machinery, incorporated the principle of compulsory collective bargaining adopted by Alberta, British Columbia and Nova Scotia in 1937 and 1938, and by Ontario in 1943, and, also, the provisions postponing the right to strike until after inquiry, long familiar through the I.D.I. Act. The latter had inspired legislation in the late thirties in several provinces.

Since March 31 last, the Dominion Regulations have applied directly only to transport and communication agencies and to other industries only where a Provincial Legislature has declared them to apply. Their direct application to "war industries" was removed on March 31. Thus restricted, they may re-

main in effect, unless revoked by Order in Council, until December 31, 1947, if Parliament meets in November or December, or if Parliament does not meet then, until the sixtieth day of the first Parliamentary Session of 1948 or until March 31, 1948, whichever of these dates is the earlier. Moreover, if both Houses of Parliament, by resolution, request the extension of certain Orders in Council, including these Regulations, the Government may, by Order in Council, continue them for not more than one year more.

This extension of the Regulations has been made possible by a succession of statutory provisions which are set out below.

Looking to the expiry of the Dominion Regulations in relation to "provincial industries" the Provinces took action to resume their jurisdiction and provide statutory machinery to encourage collective bargaining and to settle disputes. This legislation is indicated below.

The Wartime Labour Relations Regulations were made under the authority of the War Measures Act, 1914. In 1945, the National Emergency Transitional Powers Act declared that, for the purposes of the War Measures Act, the war should be deemed to cease to exist on January 1, 1946, but the 1945 statute continued the Government's power to deal by Order in Council with certain matters until December 31, 1946, if Parliament met in November or December of 1946, but, if not, until the fifteenth day after Parliament met in 1947.

Under this authority, an Order in Council (P.C. 7414) of December 28, 1945, extended, for the duration of the statute, the life of all Orders in Council in force just before the 1945 Act came into effect, including the Wartime Labour Relations Regulations.

At the 1946 Parliamentary Session, the National Emergency Transitional Powers Act, 1945, was extended until December 31, 1946, if Parliament met during November or December 1946, but if not, until the sixtieth day after Parliament met in 1947 or until March 31, 1947, whichever was the earlier. It was again stipulated, as in 1945, that on a Joint Resolution of both Houses of Parliament, the Government could continue the Act for not more than a year.

The Act, then, would have expired on March 31, 1947, but under the authority of the 1946 amendment, an Order in Council (P.C. 1112) of March 25, 1947, which was based on a Joint Resolution of the two Houses of Parliament, continued it until May 15, 1947.

A statute of the present Session of Parliament, which was assented to on May 14, continues in force, notwithstanding the expiry of the 1945 Act, certain specified Orders in Council. This Continuation of Transitional Measures Act, 1947, which continues, among others, the Labour Relations Regulations, subject to power given to the Government to revoke them, until December 31, 1947, if Parliament meets in November or December, but if not, until the sixtieth day of the first Parliamentary Session in 1948 or until March 31, 1948, whichever is the earlier. Again, on a Joint Resolution of both Houses of Parliament, the Government may extend the Act for still another year.

As regards administration, the Regulations, in relation to war industries ordinarily within the provincial field, were administered by the provincial authorities, except in Alberta and Prince Edward Island, as a result of agreement between the Dominion and the Provinces concerned. The agreements provided for a provincial board or agency to which was delegated some of the authority of the National Labour Relations Board which had been created by the Regulations, for an appeal from decisions of a provincial board to the National, for joint responsibility for the expenditure involved, and for co-operation between Dominion and provincial conciliation services. A provincial Wartime Labour Relations Board was set up in six of these seven Provinces, but in British Columbia the provincial Minister of Labour was in charge of the Regulations as concerning war industries.

In Alberta and Prince Edward Island, which did not make agreements with the Dominion, war industries came under the National Board.

With respect to other industries normally under provincial jurisdiction, the Regulations were applied in 1944 by provincial legislation in six provinces, British Columbia, Manitoba, New Brunswick, Nova Scotia, Ontario and Saskatchewan. In Saskatchewan, however, the Trade Union Act, enacted at a second Session in 1944, repealed the Labour Relations Act passed at the first Session. This earlier Act suspended the pre-war legislation concerning trade unions, applied the Dominion Regulations to disputes in the Province and provided for an agreement with the Dominion for this purpose. The Trade Union Act required collective bargaining and provided machinery for settling disputes without reference to the Dominion Regulations.

On the other hand, in Ontario, the Collective Bargaining Act, 1943, was repealed by the Labour Relations Board Act, 1944, which made effective the Dominion Regulations with

respect to all industries; in British Columbia the Wartime Labour Relations Regulations Act, 1944, and in Manitoba, New Brunswick and Nova Scotia, statutes of like title in the same year, applied the Dominion Regulations to all industries and placed the provincial legislation in abeyance in so far as it conflicted with the Dominion Regulations.

In these five provinces, the provincial Wartime Labour Relations Board, which was established by the agreement for war industries, was charged also with the application of the Regulations to "provincial" industries other than war plants and services. In Quebec and Saskatchewan, on the contrary, a Labour Relations Board set up under the Quebec Labour Relations Act and the Saskatchewan Trade Union Act, respectively, had charge of "provincial" industries, not being "war" industries.

This was the situation, then, until early in 1947. On January 30, 1947, the Wartime Labour Relations Regulations were amended to strike out the Schedule of "war industries" and the sections of the Regulations relating to them. Thus, from March 31, "war industries" reverted to provincial authority.

Other changes made by this Order in Council, which went into effect on February 15, brought wages within the area of compulsory collective bargaining and incorporated in the Regulations the provisions of the Order in Council (P.C. 4020) of June 6, 1941, providing for Industrial Disputes Inquiry Commissions to investigate differences between employers and employed and, also, complaints concerning discrimination on the ground of union membership or activity. Wartime wage-control had removed the question of wages from collective bargaining but the termination of this control on November 30, 1946, opened the way for free bargaining on the subject and its inclusion in the Labour Relations Regulations.

Manitoba, New Brunswick and Nova Scotia continued their Wartime Labour Relations Regulations Acts. Dominion Orders in Council of January 30, 1947, amending from February 15 the earlier Orders in Council establishing Wartime Labour Relations Boards in these three Provinces, provided for the reconstitution of these Boards.

However, later, New Brunswick proclaimed its Labour Relations Act, 1945, which is similar to the Dominion Regulations, to take effect on May 15, 1947 repealing the New Brunswick Wartime Labour Relations Regulations Act.

In Nova Scotia the Trade Union Act, 1947, proclaimed in effect from July 1, will replace the Regulations Act. The new statute incorporates some provisions of the Labour Rela-

tions Regulations and some of the Nova Scotia Trade Union Act, 1937.

The Manitoba Wartime Labour Relations Regulations Act, 1944, which suspended the Manitoba Strikes and Lockouts Prevention Act, 1937, was amended this year to stipulate that the Dominion Regulations, as incorporated in the principal Act, should continue in effect notwithstanding their expiry as Dominion Orders. The necessary changes consequent on this provision were made.

In Ontario, the arrangement with the Dominion was terminated from April 3, 1947, at the request of the province, by a Dominion Order in Council (P.C. 1820) of May 8. The Ontario Labour Relations Board Act, 1944, which reproduced the Dominion Regulations, was amended on April 3 last, to enable the Government to continue it in effect, together with any amendments made by the Dominion and any alterations necessary to adapt the provisions to an Ontario enactment. On May 1, Regulations made under this authority reenacted the provisions of the Dominion Regulations as amended, with some changes. The amendment was omitted which was made by the Order in Council (P.C. 302) of January 30, 1947, to the section setting out the conditions on which strikes and lockouts are forbidden.

In Alberta the Industrial Conciliation and Arbitration Act, 1938, subsequently amended, has been repealed, but its provisions, with some changes, are embodied in the Alberta Labour Act, 1947, now in effect.

In British Columbia, the Industrial Conciliation and Arbitration Act, 1947, repealed the Labour Relations Regulations Act, 1944, and the Industrial Conciliation and Arbitration Act, 1937, and amendments. In force on May 15, the new statute consolidates, with some changes, the 1937 Act as amended.

In Quebec the Labour Relations Act, 1944, the Public Service Employees' Disputes Act, 1944, and the Trade Disputes Act originally enacted in 1901, are in full force, as they have been since their enactment, except the first-named with respect to war industries.

In Saskatchewan the Trade Union Act, 1944, has been applied since its passage except in relation to war industries.

In Prince Edward Island the Trade Union Act, 1945, requires collective bargaining and lays down regulations concerning trade unions but it does not establish machinery for determining questions of representation or for settling disputes.

To sum up, then, the Wartime Labour Relations Regulations, a Dominion Order in Council of 1944, apply at the present time to transport and communication agencies. They

have been incorporated with little substantive change in the law of Manitoba, New Brunswick, and Ontario. Legislation of 1947 in Alberta, British Columbia, and Nova Scotia consolidates previous legislation in these prov-

inces with some provisions from the Labour Relations Regulations and further modifications. In Quebec and Saskatchewan, statutes of 1944 cover the same subject-matter with considerable variation.

New Legislation in the United States Concerning Collective Bargaining and Labour Disputes

Labour-Management Relations Act, 1947

THE U.S. Labour-Management Relations Act, 1947, commonly called the Taft-Hartley Bill from the sponsors in the Senate and House of Representatives respectively, became law on June 23. Like the War Labour Disputes Act, 1943, it was enacted after it had been vetoed by the President of the United States.

Briefly stated, the Labour-Management Relations Act amends the National Labour Relations Act, 1935, which dealt with disputes concerning trade union organization and collective bargaining, and sets out procedure for dealing with all other kinds of disputes between employers and employed, distinguishing those creating a "national emergency". Significant provisions list as unfair certain practices on the part of employees; make unions liable for violation of a collective agreement; permit, on certain conditions, a union shop; allow the check-off of union fees if each member makes a written assignment; permit employers, on specified conditions, to contribute to union welfare funds administered jointly by the employer and union; prohibit strikes over the renewal of an agreement during a 60-day period and, also, strikes to induce a boycott, or to require an employer to bargain with an uncertified union, or to force an employer to transfer work from members of one union to members of another; permit injunctions to be issued by the Courts in certain classes of disputes; forbid unions contributing funds for federal political campaigns; and prohibit strikes by Government employees.

Legislative History

The Act is based on a compromise agreed to on May 29 by a Conference Committee of both Houses. Several provisions of the Hartley Bill passed by the House of Representatives on April 18 were struck out, and some, also, from the Taft Bill passed by the Senate on June 6. Three of the ten Conference members voted against the Bill; two recommended that the President should veto it on the ground that it was too restrictive and one considered that it did not go far

enough. The agreed Bill was adopted by 54 to 17 in the Senate and 320 to 79 in the House.

After the President's veto the Bill was again passed by the Senate by 68 to 25 and by the House by 331 to 83, both majorities exceeding the two-thirds necessary to override the President.

President's Message of Disapproval

President Truman in his message to Congress on June 20 emphasized the increasing measure of Government intervention in economic affairs which the Bill contemplated, its unworkable nature, as he saw it, and inequitable provisions. He said:—

I share with Congress the conviction that legislation dealing with the relations between management and labour is necessary. I heartily condemn abuses on the part of unions and employers and I have no patience with stubborn insistence on private advantage to the detriment of the public interest. But this Bill is far from a solution of those problems. . . .

The Bill taken as a whole would reverse the basic direction of our national labour policy, direct the Government into private economic affairs on an unprecedented scale, and conflict with important principles of our democratic society. Its provisions would cause more strikes, not fewer. It would contribute neither to national peace nor to economic stability and progress. It would be a dangerous stride in the direction of a totally managed economy. It contains seeds of discord which would plague this Nation for years to come. . . .

I find that this Bill is completely contrary to that national policy of economic freedom. It would require the Government, in effect, to become an unwanted participant at every bargaining table. . . . It would superimpose bureaucratic procedure on the free decisions of local employers and employees. . . .

The Bill time and again would remove the settlement of differences from the bargaining table to courts of law. Instead of learning to live together, employers and unions are invited to engage in costly, time-consuming litigation, inevitably embittering both parties. The Congress has, I think, paid too much attention to the inevitable frictions and difficulties incident to the reconversion period. . . .

I have concluded that this Bill would prove to be unworkable. The so-called "emergency procedure" for critical nation-wide strikes

would require an immense amount of government effort but would result almost inevitably in failure. The National Labour Relations Board would be given many new tasks, and hobbled at every turn in attempting to carry them out.

The Bill prescribes unequal penalties for the same offence. . . . Much has been made of the claim that the bill is intended simply to equalize the positions of labour and management. Careful analysis shows that this claim is unfounded. Many of the provisions of the Bill standing alone seem innocent but, considered in relation to each other, reveal a consistent pattern of inequality.

In the President's opinion, the Bill would increase strikes by discouraging unions from including "no strike" clauses in their agreements since they would be liable for damages for any "wildcat" strike engaged in by any of their members and by imposing burdensome reporting requirements on them and penalizing them for failure to furnish information by depriving them of the benefits of the National Labour Relations Act. In limiting the area of collective bargaining, making difficult agreements for union security and for welfare funds, the Bill

disregards the voluntary development in the field of industrial relations in the United States over the past 150 years.

The Bill, he believed, would expose industry to frequent interruptions by encouraging more elections and jurisdictional disputes, by substituting damage suits for machinery established by agreement, and by weakening unions so that they would not control their members.

Unfairness to workers, he saw, in the ease with which employers could get rid of those they wished to discharge on account of union activity, in depriving strikers, who have been replaced, of a vote in bargaining elections, in the litigation to which unions are to be exposed even though the charges prove groundless, in depriving workers of their right to meet competition by boycotting goods produced under sweat-shop conditions, and finally, in the superficially equitable manner in which union members are made legally responsible agents of the union in the same way as the employer's agents.

The President found the provisions for handling disputes unworkable and discriminatory, based on erroneous assumptions. He stated:—

We have learned by experience, however, that strikes in the basic industries are not called in haste, but only after long periods of negotiation and serious deliberation; and that in the secret-ballot election the workers almost always vote to support their leaders. . . . I have concluded that the Bill is a clear threat to the successful working of our democratic society.

One of the major lessons of recent world history is that free and vital trade unions are a strong bulwark against the growth of totalitarian movements. We must, therefore, be everlastingly alert that in striking at union abuses we do not destroy the contribution which unions make to our democratic strength.

This Bill would go far toward weakening our trade union movement. And it would go far toward destroying our national unity. By raising barriers between labour and management and by injecting political considerations into normal economic decisions, it would invite them to gain their ends through direct political action. I think it would be exceedingly dangerous to our country to develop a class basis for political action.

I cannot emphasize too strongly the transcendent importance of the United States in the world to-day as a force for freedom and peace. We cannot be strong internationally if our national unity and our productive strength are hindered at home. Anything which weakens our economy or weakens the unity of our people—as I am thoroughly convinced this Bill would do—I cannot approve.

Strikes

As regards strikes, the Labour-Management Relations Act reproduces, with important changes, some provisions of the War Labour Disputes Act. A sharp distinction is made between strikes which create a "national emergency" and others.

Federal Mediation Service

To aid in settling strikes a new Federal Mediation and Conciliation Service is created. Sixty days after the passage of the Act this new agency will replace the Conciliation Service of the Department of Labour. The Director of the new Service is to be appointed by the President with the consent of the Senate. Thus, labour disputes are to be no longer the concern of the Secretary of Labour and his Department. But the Bureau of Labour Statistics must make available to the new Service, as well as to employers and workers, all available information which may assist in settling disputes and to keep ready for inspection a file of collective agreements and information concerning proceedings for adjusting disputes.

If a dispute threatens substantially to interrupt commerce, the Service may proffer its good offices without waiting to be asked, but disputes affecting inter-State commerce only to a minor extent are to be left to State agencies if these are available.

If the Director fails within a reasonable time to bring the parties to agreement, he is to urge them voluntarily to seek other means of settling the dispute without recourse to other coercion and he is to submit to the employees the employer's last offer of settle-

ment for approval or rejection in a secret ballot.

No provision is made for arbitration. The Act is content with stating that final adjustment by a method agreed upon by the parties is the desirable method for settling differences over an existing agreement. In such disputes the Service is directed to make its offices available "only as a last resort and in exceptional cases".

To advise on how to avoid industrial controversies, the Act provides for a National Labour-Management Panel of twelve members, appointed by the President, equally representative of management and labour and each member outstanding in his own field.

Disputes Creating a National Emergency

As regards a dispute creating an emergency, which is defined as one which affects the whole or a substantial part of an industry engaged in inter-State or foreign commerce or producing goods for inter-State shipment and which imperils or is likely to imperil the national health and safety, the President is to appoint a board of three members to submit to him a factual statement concerning the dispute but to make no recommendations. On the basis of this report, the President may direct the Attorney-General to petition the District Court concerned for an order restraining a stoppage of work for not more than 80 days.

During the 80-day period when a stoppage is restrained, the parties are required to make every effort to settle their differences, but the President is to reconvene the board of inquiry which, if the dispute is not settled in the meantime, is to report to him within 60 days the position of the parties and the employer's last offer. This report is to be published within the next 15 days and the N.L.R. Board is to take a ballot on the question of accepting the employer's offer. Within another five days, the results of the ballot are to be certified to the Attorney-General and the latter is to move for the discharge of the injunction. The President, then, is to report fully to Congress on the whole proceedings, making, if the dispute continues, such recommendations as he thinks fit "for consideration and appropriate action".

Legal Consequences of Strikes

Certain kinds of strikes have special legal consequences. Any act in violation of a collective agreement renders a union liable to be sued for breach of contract and if the agreement has a "no-strike" clause which is violated, the employer may not only bring suit for damages but may seek from the Court a restraining order.

A strike, and the term includes a slow-down, during the 60-day period of notice which the Act requires to be given in order to terminate an agreement or to change its conditions, makes the strikers, unless they are re-hired, liable to lose their status as employees and to forfeit the protection of the Act.

A jurisdictional strike or boycott may be an unfair labour practice under the National Labour Relations Act as amended, and unless the unions themselves settle the matter within 10 days, it may be investigated and decided finally by the National Labour Relations Board. This provision is designed to put pressure on unions to compose inter-union differences.

Certain classes of strikes and boycotts are declared unlawful and constitute unfair labour practices. It is an unfair practice for a labour organization or its agents to participate in or to encourage others to participate in a strike or boycott which has for its purpose: to force an employer or self-employed person to join any labour or employers' organization; or to force an employer or other person to cease dealing in the products of any other person or doing business with any other person; or to force any employer, not their own, to bargain with an uncertified labour organization; or to force an employer to bargain with a particular union when another has been certified; or to force an employer to assign particular work to employees in a particular union or craft unless the employer is failing to obey an order of the Board covering such work. These provisions do not make unlawful the refusal of any person to enter premises of an employer other than his own, if there is a legal strike there. The Act thus recognizes the workers' right to refuse to cross a picket line about another employer's premises.

To a complaint involving such a strike or boycott, the Board must give priority, and if a preliminary investigation leads it to believe the charge well-founded, the Board's agent must immediately petition a federal Court for a temporary injunction. Notice must be given to the person charged and opportunity to present testimony. But the Court may, without notice, issue an order valid for five days, if the petition alleges that "substantial and irreparable injury" to the complainant will be unavoidable. Thus, employees engaging in these unlawful strikes and boycotts, as in strikes in violation of an agreement, are not protected by the Norris-LaGuardia Act, 1932, which forbids the use of injunctions in labour disputes.

Strikes by persons employed by the federal Government or any of its agencies, including

federal corporations, are made unlawful. Any such striker is liable to immediate dismissal and loss of civil service status, if any, and he is rendered ineligible for federal employment for three years.

National Labour Relations Act Amended

The Labour-Management Relations Act, in amending the National Labour Relations Act, 1935, makes important changes in the matter of collective bargaining and agreements, as well as in the privileges of labour organizations.

The 1935 Act which was intended to aid in bringing about industrial peace by encouraging collective bargaining in industries engaged in or producing goods for shipment in interstate commerce, defined certain unfair labour practices on the part of employers which limited their right to hire and fire when they acted with a view to encouraging or discouraging union membership or activity and required them to negotiate with the representatives of the majority of their work-people or a majority of a particular class of their employees, laid down rules for settling disputes over the organizing rights of trade unions and their representation in bargaining, and established the National Labour Relations Board of three independent members to determine questions arising under the Act.

This statute is now amended to restrict its protection to registered trade unions. Both local and parent organizations must have furnished the Secretary of Labour with up-to-date copies of their constitutions and by-laws, the names and salaries of their officers, a statement showing the manner of appointment of their officers, the initiation and membership fees, a financial statement for the year and full details concerning union administration and proceedings. In addition, the union must provide their members with their annual financial report. No union which has failed to make these annual returns may be certified as bargaining agent and no charges made by it may be received by the Board.

Further, the protection of the Act is denied to a union which has not filed with the Board, within the preceding twelve months, an affidavit by each of its officers, local and national, that he is not a member of the Communist Party or affiliated with that Party, and that he is not a member or a supporter of any subversive organization.

A new provision concerning supervisors arises from conflict between the federal and some State laws. A "supervisor" may be a member of a labour organization but no employer, subject to the Act, may now be compelled to consider supervisors as employees for the purpose of any law, national or State,

concerning collective bargaining. (See *Bethlehem Steel v. New York Labor Relations Board*, U.S. Supreme Court, L.G., June, 1947).

The National Labour Relations Board is to have five members. But by stipulating that the Board is to have a General Counsel, appointed by the President subject to the Senate's confirmation, who is to act in the name but independently of the Board and who is to have supervision over the Board's legal staff and regional offices and to have final authority over the investigation of charges and the issuance of complaints of unfair practices, the Act takes from the Board some of its most important functions. The General Counsel can decide what cases are or are not to be brought before the Board.

Unfair Labour Practices

Designed to balance the unfair labour practices on the part of employers which were defined in the N.L.R. Act are set out certain practices on the part of labour organizations.

The unfair practices of employers are modified to stipulate that the expression of any views or arguments or their dissemination is not to constitute interference with or coercion of employees if the expression contains no threat of reprisal or force or promise of benefit.

Further, the 1935 clause forbidding an employer discriminating in regard to hire and terms of employment in order to encourage or discourage union membership excepted a closed-shop agreement. The 1947 Act bans a closed shop and permits a union shop on certain conditions, but not in a State where State law forbids such agreements. Membership in a union may be required only 30 days after employment or after the date of the agreement, whichever is the later, and, further, the Board must certify that a majority of the employees eligible to vote for representatives have voted to authorize a union-shop agreement. No such agreement may be applied so as to permit an employee to be penalized if he was denied admission to the union on the same conditions which are applicable to others, or if he was expelled from the union for any other reason than failure to pay his dues. Some unions exclude certain classes, for example Negroes; others provide for Class B locals.

These provisions concerning union security do not apply to agreements signed before the enactment of the Act or to agreements for one year or less which are signed during the 60-day period between the enactment and the effective date of the statute.

Six unfair labour practices on the part of a labour organization are set out, including

the refusal to bargain collectively and participating in or encouraging others to take part in a strike or boycott with one of the four purposes set out above. It is unfair for a labour organization or its agents to restrain or coerce employees in the exercise of their rights of organization but this prohibition is not to interfere with an organization's right to make its own membership rules. Unfair, too, are the following: (a) causing or trying to cause an employer to discriminate against an employee who has been refused membership in the organization or been expelled for some reason other than failing to pay his fees; (b) charging initiation fees in a union with a union-shop agreement which the N.L.R. Board considers excessive or discriminatory under the circumstances; and (c) exacting or trying to exact from an employer money or any other thing of value for services which are not performed or to be performed.

Prevention of Unfair Practices

Co-operation with State agencies is provided for in handling cases of local interest. The Board is authorized to grant to State agencies, by agreement with them, jurisdiction over cases in any industry, other than mining, manufacturing, transport and communication except where these are predominantly local, provided that the State law on the matter is not inconsistent with the federal Act.

Charges of unfair practices made more than six months after the occurrence may not be entertained by the Board except when the delay arises from service in the armed forces. Further, the Board is bound to observe the rules of evidence which apply to proceedings in federal District Courts.

Other changes made in the Boards procedure in unfair practice cases: (1) require the Board's findings to be based on "the preponderance of the testimony", rather than on "all the testimony"; (2) permit orders for back pay to be paid to employees discriminated against to be directed to unions as well as to employers, according to who was responsible for the discrimination; (3) require the Board, where the employer is charged with interference or domination of a union, to apply the same rules regardless of whether the labour organization is independent or affiliated with a national or international union; (4) require a Board member or agent taking evidence to furnish the parties with a copy of the proposed report, to which objections may be made within 20 days or any longer period allowed; and (5) forbid the Board ordering reinstatement or back-pay for an employee who was suspended or dismissed for cause.

Bargaining Representatives and Elections

The powers and policies of the Board are changed in respect to bargaining representatives and elections to determine them.

The 1935 Act permitted a single employee or a group to place grievances before the employer but the representatives chosen by the majority had the exclusive right to represent the employees in the particular unit in negotiating with the employer, and the Board has considered that the representative had exclusive right to adjust grievances, although it permitted the aggrieved person to be present at the discussion. The new Act stipulates that grievances may be adjusted without intervention of the representative if the adjustment is not inconsistent with the agreement and if the representative is allowed to be present.

In determining what is an appropriate bargaining unit, the Board is directed to make certain changes in its policy. The 1935 Act provided that in order to assure the workers the fullest freedom in exercising their rights under it, the Board was to decide whether the unit proposed should be an employer, craft or plant unit or a subdivision of one of these. The Board's practice has been not to permit a separate craft unit where there was no history of collective bargaining by a craft before the workers were organized industrially.

Craft workers in future may not be included with others merely on the ground that the Board previously decided that they should, unless a majority of them vote against separate representation. On the other hand, "professional" workers may not be included in a unit with others unless they vote in favour of such inclusion. As regards plant guards, the Act states that they may not be associated in the same bargaining unit with other employees but, it adds, that no labour organization may be certified to represent guards if it admits others or if it is affiliated with an organization admitting others.

In determining questions concerning representation, the 1935 Act gave the Board discretion. Its policy has been to accept a union's petition for an election when there was some evidence that the union had a substantial membership among the employees and to accept an employer's petition only if two or more unions claimed to represent the employees. The new Act directs the Board to entertain petitions from employers for an election whenever any union or individuals claim recognition and, also, to accept petitions from employees to have a union or an individual certified or "decertified" as their bargaining representative. Further, the Board

is directed, in effect, to abandon the practice of refusing a place on the election ballot to a company-dominated organization or the successor of such an organization.

Other new provisions concerning representatives stipulate that no employees on strike, who have been replaced, may vote; that an election may not be directed in any unit within twelve months of an election, and that in determining whether a unit is appropriate, the extent to which the employees are already organized shall not be "controlling".

An election to determine whether a majority of the eligible voters desire a union shop, under the conditions described above, is to be conducted by the Board if the union requests it and if the union alleges that 30 per cent or more of the employees favour a union shop. Such an election may not be held at the same time as an election for representatives or within a year of an election concerning a union shop.

Suits Against Unions—Restrictions on Union Conduct

Several restrictions imposed on labour organizations and workers by the Act may be noted here, including some referred to above. Trade unions and their agents are made liable to suit for breach of contract, and for damages arising from strikes or boycotts designed for the particular purposes indicated earlier in this article. Employers are forbidden to make any payments, with certain exceptions, to employees' representatives.

If a contract between an employer and a labour organization, or between labour organizations, is violated, suit may now be brought by the aggrieved party without regard to the ordinary criteria, the amount in controversy or the citizenship of the parties. The action may be brought in the federal court in the district where the union has its principal office or where its officers or agents are acting for the employees, and the union is made a party to the proceedings. Moreover, a labour organization and an employer are to be bound by the acts of their agents, and the acts of an "agent" for the purpose of this section need not have been previously authorized or later ratified. A trade union may be sued as an entity not only by the employer but by any aggrieved person, and its assets made answerable for damages, but not those of its individual members.

Exempt from the ban imposed on payments by employers to employees' representatives and on the receipt of such payments, are, in addition to payments for services and

for commodities at ordinary market prices: (a) deductions for union dues (the check-off) if individual employees have made a written assignment for not more than one year or for the life of the agreement whichever is the shorter; (b) contributions to welfare funds established by a union and jointly administered by agreement between the employer and employees, together, if the parties wish, with some jointly chosen persons or with an umpire chosen by a District Court to break any deadlock. Payments may be made only for the benefit of the employees of the employer concerned, and their dependents, or of such employees jointly with those of other employers making similar payments, provided that the agreement sets out fully the basis on which the benefits are to be paid; that payments are held in trust for medical or hospital care, retirement or survivors' pensions, compensation for occupational accidents or diseases, or insurance for any of the foregoing, unemployment benefits, life insurance, disability, sickness or accident insurance; and provided that there is an annual audit and that the funds for employees' pensions are kept separately.

No provision concerning payments to representatives applies to a contract in effect when the Act was passed until such contract expires or until July 1, 1948, whichever is the earlier. Further, welfare funds are not required to be jointly administered if they were established by agreement before January 1, 1946, and funds providing, before January 1, 1947, for pooled vacations are not to be considered as violating the above stipulations. The latter clause excepts the Industrial Ladies' Garment Workers' Union welfare plans.

In prosecutions for payments to employee representatives contrary to the Act, the protection given to unions by the Clayton Anti-Trust Act, 1914, and the Norris-Laguardia Act, 1932, is removed. Federal courts may issue injunctions restraining violations.

For the recovery of losses, including court costs, which were suffered by reason of a boycott or strike, unlawful because it had one of the four objects set out above, suit may be brought against a union in a federal court without respect to the amount in controversy. This provision took effect on the date of enactment of the Act. The Board may seek an injunction to restrain such a strike or boycott but not until after August 22.

The ban on political contributions by labour organizations imposed by the Corrupt Practices Act, 1925, as amended, is enlarged to outlaw "expenditures" as well as "contributions", and to apply the section to primary elections and caucuses as well as National elections.

Post-War Trend of Real and Money Earnings in Manufacturing in Canada

FOLLOWING V-E Day, there was a steady decline in real weekly earnings in Canada which continued throughout the rest of 1945, and on into 1946. A moderate recovery, beginning by June, 1946, brought real weekly earnings at May 1, 1947 to 94 per cent of what they were in the week before May 1, 1945.

"Real" earnings are calculated by taking into consideration the trends in both money earnings and the cost of living. The index of average weekly earnings, adjusted to allow for changes in the cost-of-living index, produces an index of real weekly earnings.

The following article, prepared by the Research and Statistics Branch, Department of Labour, deals with the changes that have taken place since V-E Day in average hourly earnings, average hours worked, average earnings of wage earners in the manufacturing industry.

These changes are shown statistically in Table 1 and graphically in Chart 1.

Reference also is made to the long-term changes in real annual earnings, as shown in Table II and Chart II.

Wage Rates and Earnings

There are various sources of data on wage rates and earnings, whose meaning should be carefully distinguished.

The word "wages" is sometimes loosely used to mean either "wage rates" or "earnings", two terms which have quite different meanings. A manufacturer may pay a *wage rate* of 70 cents an hour; however if his workers put in a good deal of overtime at time-and-a-half their *average hourly earnings* will be higher than 70 cents. Both these terms convey useful information, but their meanings should not be confused.

During the war average hourly earnings increased considerably more than did wage rates. Much overtime was worked, but also more wage-earners worked at the higher wage rates than formerly. Thus the "average" earnings were higher than before the war when a greater number of workers were working at the lower wage rates. Correspondingly, hourly earnings dropped for a while after the war as overtime was reduced and as the proportion of wage-earners employed at the various wage rates changed, although wage rates did not change to any extent.

Statistics showing average weekly earnings are calculated by multiplying average hourly earnings by the number of hours worked in a week. Thus they are likely to fluctuate more than those for hourly earnings, since they introduce a new variable factor, the number of hours worked in the week.

Statistics of annual earnings vary with the amount of time worked during the year. Wage rates might conceivably be high during a year when annual earnings are low, because the length of time worked was not great. On the other hand, a comparatively low wage rate, combined with continuous employment, might result in annual earnings which compared favourably with those of a year of intermittent employment and high wage rates.

It must be emphasized that neither weekly earnings nor annual earnings reflect the amount of employment, or unemployment in the country. The series show only the average payments to wage earners who are employed.

The sources for information on wages and hours in Canada are as follows:—

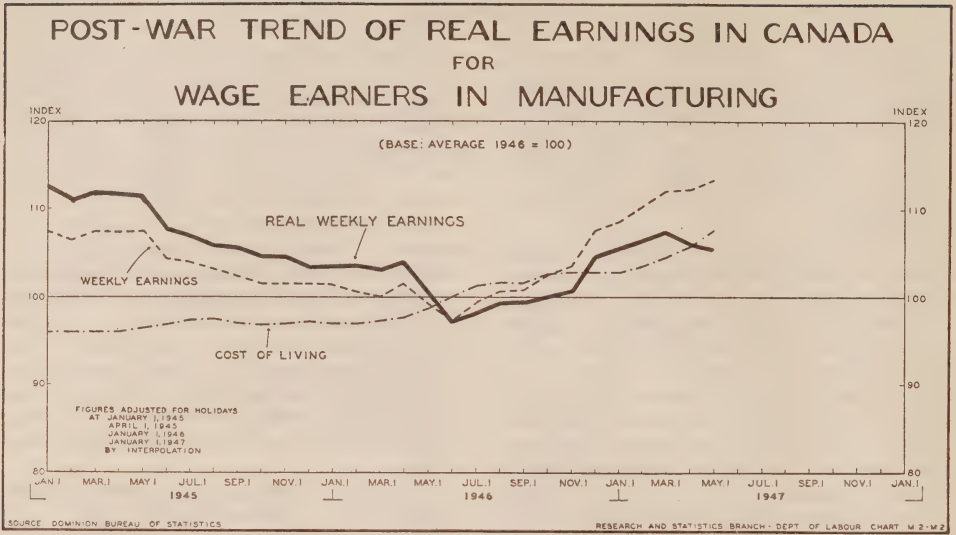
1. *Annual Report on Wage Rates and Hours of Labour*.—This report is issued by the Department of Labour. It shows the rates of wages and the normal hours scheduled by employers in a variety of industries. It also includes index numbers of wage rates.

2. *The Employment Situation together with Payrolls* (as reported by employers having 15 or more employees).—Issued monthly by the Dominion Bureau of Statistics, this report is summarized in the *LABOUR GAZETTE*. From the totals of weekly payrolls and of persons employed, the average per capita weekly earnings are calculated. This average includes both wage-earners and salaried employees.

3. *Statistics of Average Hours Worked and Average Hourly Earnings*.—Issued monthly by the Dominion Bureau of Statistics and summarized in the *LABOUR GAZETTE*, this report also is based on information supplied by employers in manufacturing. It gives average weekly hours worked, average hourly earnings, and (as a product of these figures) average weekly earnings. The figures apply to wage-earners.

4. *The Manufacturing Industries of Canada*.—Published annually by the Dominion Bureau of Statistics, and containing data on annual earnings for wage-earners.

I



II

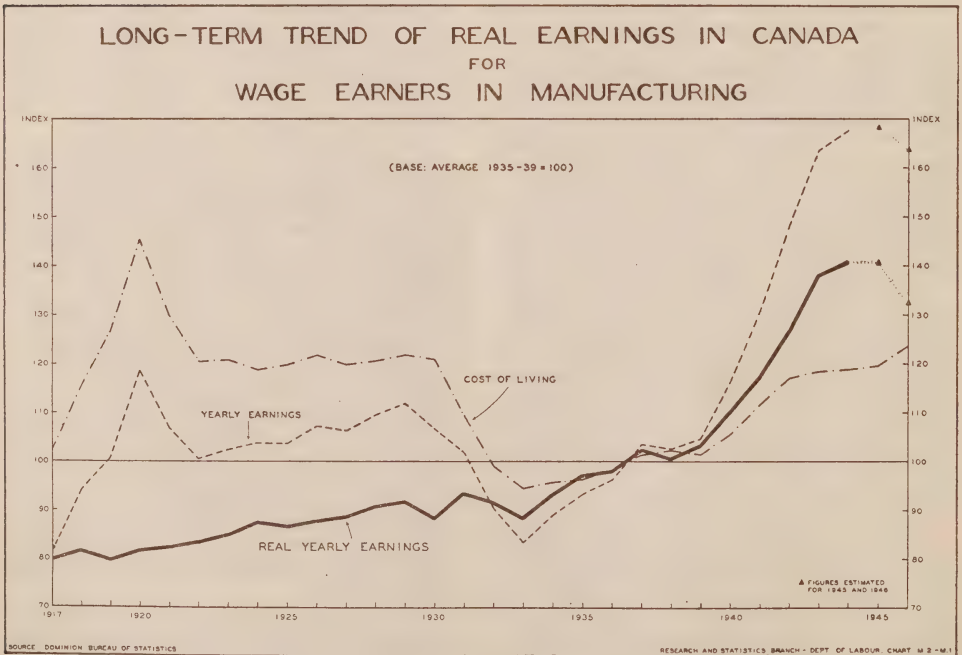


TABLE I.—THE POST-WAR TREND OF EARNINGS, HOURS, AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(Source: Hours Worked, and Hourly and Weekly Wages, D.B.S.; Real Wages, Computed by Research and Statistics)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost-of- Living	Average Real Weekly Earnings
Week preceding:						
January 1, 1945.....	45.9*	70.0	32.13*	107.6	96.0	112.1
February 1, 1945.....	45.4	70.1	31.83	106.6	96.0	111.0
March 1, 1945.....	45.8	70.1	32.11	107.5	96.0	112.0
April 1, 1945.....	45.5*	70.4	32.05*	107.3	96.0	111.8
May 1, 1945.....	45.5	70.5	32.08	107.4	96.3	111.5
June 1, 1945.....	44.3	70.3	31.14	104.3	96.8	107.7
July 1, 1945.....	44.3	70.1	31.05	104.0	97.3	106.9
August 1, 1945.....	44.3	69.5	30.79	103.1	97.5	105.7
September 1, 1945.....	44.1	69.2	30.52	102.2	97.0	105.4
October 1, 1945.....	44.7	67.8	30.31	101.5	96.8	104.9
November 1, 1945.....	44.9	67.5	30.31	101.5	97.0	104.6
December 1, 1945.....	44.8	67.0	30.02	100.5	97.2	103.4
January 1, 1946.....	44.2*	67.9	29.99*	100.4	97.0	103.5
February 1, 1946.....	44.1	68.1	30.03	100.5	97.0	103.6
March 1, 1946.....	44.0	67.9	29.88	100.0	97.2	102.9
April 1, 1946.....	44.4	68.4	30.37	101.7	97.7	104.1
May 1, 1946.....	43.0	68.9	29.63	99.2	98.7	100.5
June 1, 1946.....	42.0	69.1	29.02	97.2	100.0	97.2
July 1, 1946.....	42.4	70.0	29.68	99.4	101.2	98.2
August 1, 1946.....	43.0	70.0	30.10	100.8	101.6	99.2
September 1, 1946.....	42.7	70.6	30.15	100.9	101.5	99.4
October 1, 1946.....	42.9	71.4	30.63	102.5	102.6	99.9
November 1, 1946.....	42.4	72.9	30.91	103.5	102.8	100.7
December 1, 1946.....	43.2	74.5	32.18	107.7	102.8	104.8
January 1, 1947.....	42.6*	76.2	32.44*	108.6	102.8	105.6
February 1, 1947.....	43.1	76.3	32.89	110.1	103.4	106.4
March 1, 1947.....	43.4	77.1	33.46	112.0	104.3	107.4
April 1, 1947.....	43.2	77.6	33.52	112.2	105.7	106.1
May 1, 1947.....	43.2	78.3	33.83	113.3	107.7	105.2

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03.

TABLE II.—THE TREND OF REAL YEARLY EARNINGS OF WAGE EARNERS IN MANUFACTURING IN CANADA, 1917-1946

(Source: Dominion Bureau of Statistics, and Research and Statistics, Dept. of Labour)

Year	Average Yearly Earnings (\$)	Index Numbers (1935-39=100)		
		Average Yearly Earnings	Cost-of-Living	Real Average Yearly Earnings
1917	762	81.7	102.4	79.8
1918	879	94.3	115.6	81.6
1919	939	100.7	126.5	79.6
1920	1,106	118.6	145.4	81.6
1921	996	106.8	129.0	82.2
1922	935	100.3	120.4	83.3
1923	955	102.4	120.7	84.8
1924	968	103.8	118.8	87.4
1925	967	103.7	119.8	86.6
1926	999	107.1	121.8	87.9
1927	990	106.2	119.9	88.6
1928	1,021	109.5	120.5	90.9
1929	1,042	111.8	121.7	91.9
1930	995	106.7	120.8	88.3
1931	950	101.9	109.1	93.4
1932	844	90.5	99.0	91.4
1933	777	83.3	94.4	88.2
1934	830	89.0	95.7	93.0
1935	870	93.3	96.2	97.0
1936	896	96.1	98.1	98.0
1937	965	103.5	101.2	102.3
1938	956	102.5	102.2	100.3
1939	975	104.6	101.5	103.1
1940	1,084	116.3	105.6	110.1
1941	1,220	130.8	111.7	117.1
1942	1,383	148.3	117.0	126.7
1943	1,525	163.6	118.4	138.2
1944	1,564	167.7	118.9	141.0
1945	1,569*	168.3*	119.5	140.8*
1946	1,526*	163.7*	123.6	132.4*

* Yearly earnings for 1945 and 1946 have been estimated.

Post-War Trend of Hourly Earnings

As war industries, which paid higher than average hourly rates, terminated production and closed down, the average hourly earnings of a wage-earner employed in manufacturing fell from 70.5 cents in the payroll period preceding May 1, 1945, to a low point of 67.0 cents by December 1, 1945. This downward trend reflects not so much an actual cut in the wage rates paid as a change in the number of workers in industries which were paying a high hourly rate and in industries which were paying a low hourly rate. The latter were employing a greater and greater proportion of the total wage-earners in manufacturing.

The first half of 1946 saw an increase of hourly earnings so that, by July, there had been a return to the level of July 1, 1945. This reversal in trend was due partly to increased employment, proportionately, in the heavy industries, which pay a higher than average rate, and partly to higher rates of pay in both light and heavy industry.

In the latter half of 1946, wage rate increases were the chief cause of the continuation in the steady climb of hourly earnings. By January, 1947, with most strikes settled and with wage control terminated, the rise was levelling off.

Hourly earnings were 7.8 cents higher in the week preceding May 1, 1947, than in the week preceding May 1, 1945. From the low of December, 1945, to May, 1947, hourly earnings increased by 11.3 cents.

Weekly Hours Worked

Average hours worked per week for wage-earners in manufacturing industries showed a less marked downward trend during the latter part of 1945 than average hourly earnings. The figures are shown in Table I.

The drop in average hours worked per week between May and September, 1945, was largely because of a decline in overtime. Work stoppages, caused by material shortages or labour disputes, caused some fluctuation in hours worked per week throughout 1946. However, by 1947, the trend had steadied. There had been a reduction of, roughly, 1½ hours in the work-week from the autumn of 1945 to the spring of 1947. This reduction can be largely attributed to labour-management agreements.

The effect of these concomitant movements in average hourly earnings and average hours worked per week on the income of the worker can most easily be seen by taking a look at the trend of average weekly earnings, which is the product of the two factors.

Post-War Trend of Weekly Earnings

Weekly earnings, after the initial drop between May 1 and June 1, 1945, declined gradually throughout the last six months of 1945. The lowest mark was reached by the end of the spring of 1946. A steady rise throughout the remainder of 1946 and on into 1947 brought weekly earnings to \$33.83 by May, 1947, to compare with \$32.08 in the week preceding May 1, 1945.

There is little meaning, however, in comparing earnings at different periods of time unless allowance is made for changes in the purchasing power of money. Each dollar a worker has may be buying more or less food, more or less clothing, shelter, or amusement than it formerly did. Money earnings adjusted for this change in dollar value will give an approximation of "real" earnings or "the quantity of the necessities and conveniences of life" that are given in exchange for labour.

The Cost-of-Living Index and its Meaning

How should adjustment be made for changes in the value of the wage-earner's dollar? If the price of ships has doubled, the purchasing power of money in respect to ships has halved. But to the average worker it is of no immediate concern that dollar value has diminished in this way. Only when the price of the goods he buys has increased does the value of his dollar shrink. A measurement of changes in the prices of goods and services purchased by the average wage-earner must, therefore, be determined.

In the year 1938, the Dominion Bureau of Statistics conducted a survey to determine how the average wage-earner disposed of his income. Upon this basis, an average family budget was drawn up to show the money cost of the goods consumed and the services utilized. At regular intervals since that time the money cost of the same goods and services was measured and an index, the cost-of-living index, was constructed showing changes in the average unit prices of these consumer goods and services.

The cost-of-living index, therefore, measures the change in the retail prices of a "fixed basket of goods". It is by means of this index that average weekly earnings can be adjusted to allow for changes in the purchasing power of money. The adjustment consists of dividing the indices of average weekly earnings by the respective cost-of-living indices, thereby obtaining an index of "real" average weekly earnings.

Post-War Trend of Real Earnings

Beginning in the spring of 1946, the purchasing power of the wage-earner's dollar was forced steadily lower by a decided rise in the Canadian cost-of-living. As the number of dollars in the weekly pay envelope diminished, therefore, the amount which each dollar would buy also decreased. This is shown in the trend of real earnings as depicted in Table I.

Following V-E Day, there was a steady decline in real weekly earnings which continued throughout the rest of 1945, and on into 1946. A moderate recovery, beginning by June, 1946, brought real weekly earnings at May 1, 1947 to 94 per cent of what they were in the week before May 1, 1945.

The post-war trend of real earnings in Canada has two marked differences from the trend in the United States—the drop after V-E Day was not so sharp in Canada as in the U.S. and the recovery movement, which was evident in Canada by the summer of 1946, was not apparent in the U.S. by the spring of 1947. A comparison of real weekly earnings between the two countries shows that the lowest point in the American trend was reached in November of 1946 when real earnings were 84 per cent of what they were in May, 1945. The low point in the Canadian trend was reached at the beginning of June, 1946, when real earnings were 87 per cent of what they were at the beginning of May, 1945. The latest available figures for the United States (March, 1947), reveal that real earnings are still only 85 per cent of May, 1945 earnings, whereas Canadian real earnings, have already increased to 94 per cent of real earnings at May 1, 1945.

However, since the period of time which has been selected for study—from the end of the war in Europe to the present—shows only a small part of the long-run trend of real earnings, no estimate of the meaning of these post-war fluctuations can be made by studying just this isolated section of the trend.

The Long-run Trend of Real Earnings

There are no statistics available on average weekly earnings of wage-earners in manufacturing which will continuously cover the pre-war, wartime and post-war periods. The only indication of changes in average earnings during these three periods is the series on average yearly earnings. The earliest available figure is that for 1917. These figures are presented in Table II, and shown graphically in Chart II.

Real average yearly earnings show a general upward trend from 1917 to 1939, in spite of the impact of the depression in the Thirties. Over the 22 years, there was an average increase of 1.2 per cent a year.

An index of real average yearly earnings (average 1935-39=100) reveals a rise from 79.8 in 1917 to 82.2 in 1921 and to 93.4 in 1931. The index fell during the depression years to a low of 88.2 in 1933, and then rose steadily to 103.1 in 1939. The drop during the depression years was comparatively small, since the cost-of-living index fell almost as much as did the index of money earnings. It should again be noted that fluctuations in employment and unemployment have no direct effect on the index of earnings.

This long-term rise in real earnings is significant of an expanding economy. Increased utilization of resources and increased productive efficiency contributed to greater production which was distributed throughout the economy by greater payments to capital and management, greater payments to labour, and, to some extent, by lower prices to consumers.

The war, with the accompanying abnormal rate of utilization of the nation's resources and the tremendous growth in capital equipment, altered this long-run trend.

After 1939, therefore, real average yearly earnings shot up to all-time heights; the aforementioned index reached a peak of 141.0 in 1944. During these war years, the average increase was 6.5 per cent a year, much of the increase being due to large numbers of workers moving to higher-paid war jobs, as well as to increases in rates of wages. Complete information on yearly earnings is not available for 1945 and 1946. On the basis of the data at hand, however, it is possible to estimate that 1945 saw very little change in the level of real average yearly earnings in manufacturing. The estimated index for 1945 was 140.8, only slightly below that for 1944.

As mentioned earlier, 1946 saw a fairly sharp drop in real average weekly earnings and, therefore, in real average yearly earnings. It is estimated that there was a decline in the latter of about 6 per cent, with the index falling to 132.4 in 1946.

The drop in real weekly earnings throughout the latter part of 1945 and the first half of 1946, together with the recovery movement in the last part of 1946, are the preliminary fluctuations in the establishment of the post-war trend, the direction of which cannot as yet be described in any definitive manner.

Housing Activity in Canada and United States

HOUSING activity in both Canada and the United States, according to recently published reports, has levelled off as a result of rising construction costs.

In Canada new housing units brought under construction during the first four months of this year were "considerably below" the number started in the same period of 1946, the Crown-owned Central Mortgage and Housing Corporation reported in its quarterly magazine, *Housing in Canada*:

The publication estimated 7,580 "starts" had been made on houses between January 1 and April 30 in cities and municipalities with populations of more than 5,000. Although comparable data was not available for 1946, some indication of the relative position was given in the series of residential contracts awarded. These totalled \$34,600,000 in the first quarter of 1947 and \$55,600,000 in January-April, 1946.

The magazine noted "increasingly evident buyers' resistance" to current high costs of construction. Causes of the low level of new housing units, it said, were restricted supplies of labour and material, a large carry-over from 1946 and unseasonable weather.

Apart from steel piping, production of most critical building materials during the first quarter was "well above" figures for the same period last year.

Costs of housebuilding continued to rise during the first quarter and at the end of April were estimated at six per cent above costs at the close of 1946.

The housing report also noted the abnormally high rate of family formation in Canada during the war years and continuance of the rising birth rate. Registrations of births in municipalities of 10,000 and up showed a 37 per cent increase in 1946 over the average of the preceding seven years. The 1946 figure was 161,000 compared with the average 117,200. In the first quarter of this year, 44,900 births were registered compared to 33,900 in the corresponding period of 1946. The family formation rate was estimated at 65,000 annually.

United States

A levelling off in housing activity, caused by rising construction costs, was reported recently by the Bureau of Labour Statistics, United States Department of Labour.

"Interviews in 109 selected localities have revealed that the average veteran cannot afford to pay more than \$6,000 for a house," the Bureau stated. "Results of the Bureau's studies show that the median construction cost (excluding land costs and builders' profit), of the 1-family homes begun in the first quarter of this year was about \$5,250. One-fourth of the 1-family houses to be built were to cost private builders \$7,250 or more. Adding in land and other items, these costs mean selling prices typically ranging from \$7,000 to \$8,000 or more."

Housing construction in May was at about the same level as in April, and somewhat higher than in May, 1946. There had been a rapid increase in activity since the first of the year, but local building reports indicated that the April-May levels would not be exceeded during the remainder of the year.

During May, 1947 about 69,000 new permanent dwelling units were started in non-farm areas, as compared with 67,000 in May, 1946. At the beginning of 1947 it had been anticipated "that approximately 1,000,000 permanent units would be put under construction this year; the present outlook is for about 725,000. As against the original forecast of 950,000 completions, the Bureau now anticipates that approximately 765,000 units will be made ready for occupancy in 1947." ... "Taking account of the actual volume of construction activity during the first five months of the year and in light of the current cost situation, it is now estimated that expenditures for all new construction during 1947 will total approximately \$12 billion, including about \$4½ billion for housing. While this total is 22 per cent below the former estimate of \$15½ billion, it exceeds the amount spent last year by more than a fifth.

"Construction employment is expected to reach a maximum of about 2,000,000 early in the autumn, 300,000 more than in May and substantially better than last year's high.

"The Bureau's appraisal of future construction prospects is based on the assumption that wholesale prices of building materials will decline about 10 per cent by the end of the year, that wage rates on construction will rise only moderately, and that further modifications in the limitations on non-residential building will be made by mid-summer. It is assumed also that there will be no major work stoppages and that materials inventories will continue to improve."

Legislative Proposals of Railway Transportation Brotherhoods

ANTICIPATING that labour legislation embodying suggestions that they had made in March, 1946 (L.G. 1946, p. 447) would be introduced earlier in the 1947 session of Parliament, the Railway Transportation Brotherhoods postponed until May 29, the submission of their 1947 memorandum to the Government.

At the outset, the memorandum drew attention to the proposals made fourteen months earlier, and expressed their appreciation of the "favourable consideration given some of those items, including amendments to Sections 310 and 421 of the Railway Act." However, the memorandum reaffirmed a previous request that early consideration be given to amendments to the Customs Act to provide for "the removal of Customs duty and other tax imposed on material and equipment imported for use in the construction of crossing protection devices and signals." It was urged too, that "similar duties and taxes on material and equipment imported into Canada for the installation of automatic block signals" be removed. The Government was requested to authorize the Board of Transport Commissioners "to require railway companies to undertake early installation of automatic block signals on all railway lines (carrying) frequent and fast traffic," the better to protect human life and property.

St. Lawrence Waterways.—The memorandum reiterated the opposition of the Brotherhoods to the St. Lawrence Waterways Project. It was asserted that "its value to Canada is theoretical, its cost is very real, its need highly questionable and its effect must be viewed with concern . . . We have financial obligations as a result of the war which should deter such speculation and non-essential spending."

Old Age Pensions.—It was urged again that "the eligible pension age be reduced to 65 years and that the means test be raised to at least \$600 a year, without regard to resident property."

Income War Tax Act.—While expressing "particular interest" in recent budget proposals to amend the Income War Tax Act, the memorandum reaffirmed an earlier request that "the statutory exemptions be increased to \$2,400 and \$1,200 for married and single persons respectively." It urged further, that "all cases of pressing need brought to the attention of the Government, or Revenue Department, the refundable portion of the tax to the credit of such persons be remitted to them without unnecessary delay."

Scientific Medical Research.—Emphasis was given to the importance of early and favourable consideration of means to promote scientific medical research and urged "a careful exploration of every avenue and the discovery of every remedy available to the healing art."

Immigration.—The memorandum stated that the brotherhoods were in accord with "any such policy" on immigration as was announced in the House of Commons by Prime Minister King on May 1. Specific approval was expressed for a policy "that will encourage the selection of persons from the British Isles, Australia, New Zealand, South Africa and the United States," subject to the understanding that "immigration should be on a basis of qualification for assimilation with Canadian citizenship."

The following were members of the deputation: A. J. Kelly, Chairman of Committee, Brotherhood of Railroad Trainmen; Wm. L. Best, C.B.E., Secretary of Committee, Brotherhood of Locomotive Firemen and Enginemen; J. J. O'Grady, Brotherhood of Maintenance of Way Employees; W. H. Phillips, Vice-Chairman of Committee, Order of Railroad Telegraphers; H. B. Chase, C.B.E., Brotherhood of Locomotive Engineers; J. L. D. Ives, Order of Railway Conductors.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations*, P. C. 1003, and under the *Conciliation and Labour Act*.

The *Wartime Labour Relations Regulations*, P.C. 1003, are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to: the certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The *Wartime Labour Relations Regulations*, P.C. 1003, apply to employees and employers engaged in works, undertakings or businesses of an interprovincial, national or international nature and thus within the legislative authority of Parliament, including navigation and shipping, lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication,

ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces.

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the *Wartime Labour Relations Regulations*, P.C. 1003, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in two separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of June. During the month the Board received 18 applications, held 6 hearings, issued 9 certificates designating bargaining representatives, rejected 4 applications, ordered 7 representation votes. In view of the termination of arrangements with the various provincial authorities providing for appeal from the decisions of provincial Boards, the Board had no appeal proceedings before it during the month.

Applications for Certification Granted

1. *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for marine engineers employed by the *Canadian Pacific Railway Company* on the ss. *Princess Helene* in the Bay of Fundy Service of the company. The chief engineer was excluded from the bargaining unit.**

* Following an investigation of the application.

** Following an investigation of the application and a representation vote.

2. *Brotherhood of Railroad Trainmen* and certain of its officers for freight brakemen, passenger brakemen, train baggagemen, yard foremen and yardmen employed by the *Ontario Northland Transportation Commission, North Bay, Ont.**

3. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* and certain of its officers for a group of clerical employees and timekeepers employed by the *Canadian Pacific Railway Company at Winnipeg, Weston and Brandon, Man., and Fort William and Kenora, Ont.* The chief clerk, senior clerk (accounting), chief timekeepers at Winnipeg and Weston shops, and the secretary to the General Accountant were excluded from the bargaining unit.**

4. *National Association of Marine Engineers of Canada, Inc.,* and certain of its officers for engineers, including the chief engineer, on vessels operated by the *British Columbia Lake and River Service of the Canadian Pacific Railway Company.***

5. *Division No. 4, Railway Employees' Department, American Federation of Labour* and the principal Canadian officers of the Division's eight component craft unions for some 32,500 employees of the following railways represented by the *Railway Association of Canada: Canadian National Railways, the Canadian Pacific Railway Company, the Dominion Atlantic Railway, the Esquimalt and Nanaimo Railway, the Quebec Central Railway, the Northern Alberta Railways Co., the Ontario Northland Transportation Commission, and the Toronto, Hamilton and Buffalo Railway Co.* The employees covered by the certification consist of blacksmiths, boilermakers, carmen, electricians, machinists, moulders, sheet metal workers, plumbers and steamfitters, and their helpers and apprentices, together with gang foremen and leading hands of the various crafts, all of whom are covered by Wage Agreement No. 6 between the *Railway Association of Canada and Division No. 4, Railway Employees' Department, A.F. of L.**

6. *Brotherhood of Railway Carmen of America* and certain of its officers for a group of roundhouse and shop employees of the *Midland Railway Company of Manitoba, Winnipeg, Man.* The master mechanic was excluded from the bargaining unit.

7. *System Adjustment Board and/or General Adjustment Committee, Atlantic Region, Canadian National Railways, Canadian Brotherhood of Railway Employees and Other Transport Workers* and certain of its officers for clerks and stenographers on the

staff of the Purchasing Agent of the *Canadian National Railways at Moncton, N.B.* The Chief clerk was excluded from the bargaining unit.*

8. *Seafarers' International Union of North America, Canadian District* and certain of its officers for the unlicensed personnel employed by the *Pacific Great Eastern Railway Company, Vancouver,* in the deck, engineroom and steward's departments of the tug *Pointe Ellice* and barge *Number Two.**

9. *Brotherhood of Locomotive Engineers* and certain of its officers for engineers handling steam or other classes of motive power employed in the Railway Traffic Department of the *National Harbours Board at Montreal.**

Representation Votes Ordered

1. *Canadian Seamen's Union and Local 3, Canadian Association of Maritime Transport Workers, Inc.,* applicants, and *Inter Island Steamship Company Limited, Montreal (L.G., May, 1947, pp. 661-662).* Following an investigation of the applications and a hearing of the parties, the Board ordered a vote of the unlicensed personnel, except the chief steward and chief cook, employed on the ss. *Island Connector* operated by the company. The names of both applicant organizations will appear on the ballot. Messrs. R. Trepanier and L. Pepin, Industrial Relations Officers, Dominion Department of Labour, Montreal, were appointed Returning Officers.

2. *Canadian Association of Maritime Transport Workers, Inc., Local 2, and Clarke Steamship Co. Ltd., Montreal (L.G., May, 1947, p. 661).* Following an investigation of the application and a hearing of the parties, the Board ordered a representation vote of the unlicensed personnel, except the chief steward and the chief cook, employed by the company on the ss. *North Voyager, ss. North Gaspe, and ss. North Shore.* The names of the applicant organization and the Canadian Seamen's Union will appear on the ballot. Messrs. R. Trepanier and L. Pepin were appointed Returning Officers.

3. *Canadian Seamen's Union and Canadian Association of Maritime Transport Workers, Inc., Local 5,* applicants, and the *Caribbean Steamship Co., Ltd., Montreal (L.G., May, 1947, pp. 661-662).* Following an investigation of the applications and a hearing of the parties, the Board ordered a representation vote of the unlicensed personnel, except the chief steward and the chief cook, employed by the company on the ss. *North Coaster.*

The names of both applicant organizations will appear on the ballot. Messrs. R. Trepanier and L. Pepin were appointed Returning Officers.

4. *Canadian Association of Maritime Transport Workers, Inc., Local 4, and The Magdalen Islands Transportation Company Limited, Montreal* (L.G., June, 1947, p. 795). Following an investigation of the application and a hearing of the parties, the Board ordered a representation vote of unlicensed personnel, except the chief steward and the chief cook, employed on the ss. *Magdalen*. Only the name of the applicant organization will appear on the ballot. Messrs. R. Trepanier and L. Pepin were appointed Returning Officers.

5. *National Association of Marine Engineers of Canada, Inc., and Upper Lakes and St. Lawrence Transportation Company Limited, Toronto* (L.G., June, 1947, p. 795). Following an investigation of the application and a hearing of the parties, the Board ordered a representation vote of the marine engineers, except chief engineers, employed on vessels operated by the company. Mr. F. J. Ainsborough, Industrial Relations Officer, Dominion Department of Labour, Toronto, was appointed Returning Officer.

6. *Canadian Association of Maritime Transport Workers, Inc., Local 6, and North Pioneer Steamship Company Limited, Montreal* (L.G., June, 1947, p. 795). Following an investigation of the application and a hearing of the parties, the Board ordered a representation vote of the unlicensed personnel, except the chief steward and the chief cook, employed by the company on the ss. *North Pioneer*. The names of the applicant organization and the Canadian Seamen's Union will appear on the ballot. Messrs. R. Trepanier and L. Pepin, Montreal, were appointed Returning Officers.

7. *Canadian Association of Maritime Transport Workers, Inc., Local 7, and Gulf Ports Steamship Company, Limited, Montreal* (L.G., June, 1947, p. 795). Following an investigation of the application and a hearing of the parties, the Board ordered a representation vote of the unlicensed personnel, except the chief cook, employed by the company on the ss. *Gulf Port*. Only the name of the applicant organization will appear on the ballot. Messrs. R. Trepanier and L. Pepin, Montreal, were appointed Returning Officers.

Applications for Certification Rejected

1. *Canadian Association of Railwaymen, Local Branch No. 82, and the Ontario Northland Transportation Commission, North Bay,*

Ont. (L.G., May, 1947, p. 661). Following an investigation of the application, a hearing of the parties and a representation vote, the application was rejected as not having the support of a majority of the employees affected.

2. *Quebec Longshoremen's Union, Local 1 (CCCL), and Albert G. Baker, Ltd., Anglo-Canadian Pulp & Paper Mills, Ltd., and Canadian Import Co., Ltd., Quebec, P.Q.* (L.G., May, 1947, p. 661). Following an investigation and a hearing of the parties, the Board rejected the three applications for the reason, among others, that the applicant organization had not shown that it had the support of a majority of the employees in a bargaining unit comprising all regularly employed longshoremen at the Quebec and Levis Harbour. Reasons for Judgment will be issued by the Board at a later date.

Applications for Certification Received during the month of June, 1947

1. *Canadian Brotherhood of Railway Employees & Other Transport Workers* on behalf of one clerk and three messengers employed in the WI Railway Telegraph Office, *Canadian National Railways, Winnipeg.*

2. *Brotherhood of Locomotive Engineers* on behalf of engineers handling steam or other classes of motive power employed by the *National Harbours Board at Montreal* (see under "Applications for Certification Granted").

3. *International Association of Machinists* on behalf of ground crew personnel employed in maintaining and servicing aircraft at *Dorval Airport, Dorval, P.Q., by Canadian Air Express Limited, Montreal.*

4. *Canadian Brotherhood of Railway Employees & Other Transport Workers* on behalf of bus drivers and garage employees below the rank of foreman employed by *Hull City Transport Ltd., Hull, P.Q.*

5. *Canadian Brotherhood of Railway Employees & Other Transport Workers* on behalf of agents, operators, shop employees and maintenance of way employees of the *Temiscouata Railway Company, Rivière du Loup, P.Q.*

6. *International Longshoremen's & Warehousemen's Union, Local 508,* on behalf of deepsea longshoremen employed by the *Empire Stevedoring Company, Vancouver, at the Ports of Chemainus, Crofton and Nanaimo, B.C.*

7. *International Longshoremen's & Warehousemen's Union, Local 508,* on behalf of deepsea longshoremen employed by the

Canadian Stevedoring Company, Vancouver, at the Ports of Chemainus, Crofton and Nanaimo, B.C.

8. *Canadian Seamen's Union* on behalf of unlicensed personnel of the deck, engine room and steward's departments of the tanker *Britamerican* operated by the *Canadian Transport Company, Vancouver*.

9. *Hull City Transport Employees' Syndicate* on behalf of drivers, garage workers, office workers, except inspectors and despatchers, etc., employed by *Hull City Transport Ltd., Hull, P.Q.*

10. *International Association of Machinists* on behalf of personnel employed in maintaining and servicing aircraft at the *Ottawa Airport* by *Canadian Air Express Limited, Montreal*.

11. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on the *Maxwell Park* operated by *Familoil Steamship Co., Ltd., Montreal*.

12. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on the *Rexton Kent* operated by *Kent Lines Limited, Saint John, N.B.*

13. *International Brotherhood of Electrical Workers, Local Union B 1405*, on behalf of radio broadcasting personnel, i.e., radio engineers, announcers, operators, traffic clerks, continuity writers, advertising salesmen and stenographers, not including the station manager, employed by *Artic Radio Corporation (Station CFAR), Flin Flon, Man.*

14. *Canadian Union of Boilermakers & Iron Shipbuilders, Local No. 3*, on behalf of unlicensed personnel employed on the tugs ss. *Busy Bee*, ss. *Chateau* and ss. *Manoir*, operated by *Davie Shipbuilding & Repairing Company Ltd., Lauzon, P.Q.*

15. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on the ss. *Jean Brillant*, ss. *Matane* and ss. *Rimouski* operated by *Lower St. Lawrence Transport Co., Ltd., Rimouski, P.Q.*

16. *Canadian Lake Seamen's Union* on behalf of tug boat personnel employed by *Sincennes McNaughton Lines Ltd., Montreal*.

17. *Canadian Brotherhood of Railway Employees & Other Transport Workers, Division 199*, on behalf of personnel in the Audit Office, *Canadian National Telegraph Audit Department, 347 Bay Street, Toronto*.

18. *National Association of Marine Engineers of Canada, Inc.*, on behalf of engineering officers employed on vessels plying between Port Dalhousie and Toronto, operated by the *Niagara, St. Catharines & Toronto Railway Company, Canadian National Steamers*.

Applications for Leave to Prosecute

1. *Canadian Brotherhood of Railway Employees & Other Transport Workers*, applicant, against *Hull City Transport Limited, Hull, P.Q.* The application was withdrawn by the union before receiving the consideration of the Board.

Conciliation Proceedings under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) and, until May 15, 1947, such disputes in certain provinces were also referred to the Minister by the Provincial Boards in their respective jurisdictions. The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister. The duty

of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

I Assignments of Conciliation Officer

During June, 1947, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Alberta Wheat Pool, Vancouver, B.C., and Local 501, Retail, Wholesale & Department Store Union (CIO-CCL). G. R. Currie, Conciliation Officer.

Railway Express Agency, Inc., and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). R. Trepanier, Conciliation Officer.

United Grain Growers' Terminals Ltd., Vancouver, B.C., and Local 501, Retail, Wholesale & Department Store Union (CIO-CCL). G. R. Currie, Conciliation Officer.

II Agreements Facilitated by Conciliation Officers or Applications Withdrawn

In the following cases, reports were received during June, 1947, from Conciliation Officers indicating the successful completion of negotiations with the signing of an agreement or the withdrawal of the application for intervention:—

City Laundry Ltd., Saint John, N.B., and Saint John Dry Cleaning & Laundry Workers' Union (CCL). H. R. Pettigrove, Conciliation Officer.

Crescent Creamery Ltd., City Dairy Ltd., Modern Dairies Ltd., St. Boniface Creamery Ltd., and Central Dairies Ltd., Winnipeg, Man., and Local 119, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America (AFL-TLC). R. H. Hooper, Conciliation Officer.

Dominion Wheel & Foundries Ltd., St. Boniface, Man., and Local 174, International Moulders' & Foundry Workers' Union of North America (AFL-TLC). R. H. Hooper, Conciliation Officer.

Giant Yellowknife Gold Mines Ltd., Yellowknife, N.W.T., and Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill & Smelter Workers) (CIO-CCL). G. R. Currie, Conciliation Officer.

Universal Fruit Co., Winnipeg, Man., and Truck Drivers' Unit, One Big Union. H. S. Johnstone, Conciliation Officer.

III Boards Established

During the month, Conciliation Boards were established to deal with disputes between the following parties:—

Canadian National Railways and Canadian Pacific Railway Company, their subsidiaries and jointly-owned undertakings, and Algoma Central and Hudson Bay Railway Co., Ontario Northland Railway, Toronto, Hamilton & Buffalo Railway Co., Pacific Great Eastern Railway Co., Essex Terminal Railway Co. and Sydney & Louisburg Railway Co., and the Brotherhood of Railroad Trainmen. M. M. Maclean, Conciliation Officer.

Canadian National Railways (Freight Handlers on Montreal Wharf) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). J. S. McCullagh, Conciliation Officer.

Canadian Pacific Railway Co. (Freight Handlers on Montreal Wharf) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). J. S. McCullagh, Conciliation Officer.

Canadian Pacific Railway Co. (Communications Dept.) and Commercial Telegraphers' Union, Canadian Pacific System, Division No. 1 (AFL-TLC). J. S. McCullagh, Conciliation Officer.

Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry Service), Canadian National Railways (B.C. Coast Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and National Association of Marine Engineers of Canada, Inc. (TLC). G. R. Currie, Conciliation Officer.

IIIA Recommendations of Conciliation Officers Referred to Provincial Ministers of Labour

In the following cases, Conciliation Officers appointed by the Minister of Labour before May 15, 1947, to deal with disputes now falling within Provincial jurisdiction reported during the month of June that they had been unable to effect settlements of the disputes and recommended the establishment of Conciliation Boards, and their recommendations were referred to the appropriate provincial Ministers of Labour:—

B. L. M. Line, Bridgewater, N.S., and Lodge 355, Brotherhood of Railroad Trainmen. H. R. Pettigrove, Conciliation Officer.

Rumford Laundry Ltd., Brandon, Man., and Local 1, Brandon Laundry Workers' Union (CCL). R. H. Hooper, Conciliation Officer.

IV Boards Fully Constituted

Canada Veneers Ltd. The Conciliation Board established to deal with a dispute between Canada Veneers Ltd., Saint John, N.B. and the Industrial Union of Veneer Workers (CCL) was fully constituted on June 11, 1947, with the appointment of His Honour Judge H. O. McInerney, Saint John, as Chairman of the Board, on the joint recommendation of the other two members of the Board, T. L. McGloan, Saint John, and J. K. Bell, Halifax, who had been appointed on the recommendation of the employer and employees respectively.

V Board Reports Received

During the month, Board reports were received in the following cases:—

Canadian National Railways and Canadian Pacific Railway Co., their jointly and separ-

ately owned subsidiaries and ancillaries; and Pacific Great Eastern Railway; Algoma Central & Hudson Bay Railway; Toronto, Hamilton & Buffalo Railway; Ontario Northland Railway; Sydney & Louisburg Railway; and Essex Terminal Railway; and their employees, members of the Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen & Enginemen; Order of Railway Conductors; Brotherhood of Maintenance of Way Employees; Brotherhood of Railway Signalmen of America; Canadian Pacific Railway System Federation No. 125 (Shop Crafts); Canadian National Railway System Federation No. 11; Division No. 4, Railway Employees' Department (AFL); Canadian Brotherhood of Railway Employees & Other Transport Workers; Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees; Hotel & Restaurant Employees' International Alliance & Bartenders' International League of America; International Brotherhood of Firemen & Oilers, Steam Plant Employees, Roundhouse & Railway Shop Labourers; Brotherhood of Express Employees; International Brotherhood of Electrical Workers; and International Brotherhood of Blacksmiths, Drop Forgers & Helpers.

McIntyre & Taylor, Toronto, Ont., and International Moulders & Foundry Workers' Union of North America (AFL-TLC).

Ray's Superior Stores Ltd., and Ray's Ltd., Vancouver, B.C., and Retail Grocery & Food Clerks' Union (Local 1518, Retail Clerks' International Protective Association) (AFL-TLC).

Reliance Foundry Co. Ltd., Vancouver, B.C., and Vancouver District Metal & Chemical Workers' Union (Local 289, International Union of Mine, Mill & Smelter Workers) (CIO-CCL).

Systems Equipment Ltd., Winnipeg, Man., and Local 191, International Typographical Union (AFL-TLC); Local 160, International Brotherhood of Bookbinders (AFL-TLC); and Local 87, International Printing Pressmen & Assistants' Union (AFL-TLC).

Union Gas Co. of Canada Ltd., Chatham, Ont., and Local 1, 2 and 3, National Union of Natural Gas Workers (CCL).

Vancouver Barge Transportation Co., Vancouver, B.C., and Local 501, International Longshoremen's & Warehousemen's Union (CIO-CCL).

Report of Conciliation Board in Dispute Between Canadian National Railways and Canadian Pacific Railway Company, their Jointly and Separately-owned Subsidiaries and Ancillaries, and Pacific Great Eastern Railway; Algoma Central & Hudson Bay Railway; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Sydney & Louisburg Railway; and Essex Terminal Railway; and Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen & Enginemen; Order of Railway Conductors; Brotherhood of Maintenance of Way Employees; Brotherhood of Railway Signalmen of America; Canadian Pacific Railway System Federation No. 125 (Shop Crafts); Canadian National Railway System Federation No. 11; Division No. 4, Railway Employees' Department (AFL); Canadian Brotherhood of Railway Employees & Other Transport Workers; Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees; Hotel & Restaurant Employees' International Alliance & Bartenders' International League of America; International Brotherhood of Firemen & Oilers; Steam Plant Employees, Roundhouse & Railway Shop Labourers; Brotherhood of Express Employees; International Brotherhood of Electrical Workers; and International Brotherhood of Blacksmiths, Drop Forgers & Helpers.

On June 27, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Dr. Alexander Brady, Toronto, Chairman, appointed by the Minister on the recommendation of the other two members of the Board, J. F. Chisholm, K.C., Montreal, and M. W. Wright, Ottawa, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

A preliminary meeting of the Board was held at Montreal on May 30, 1947, with representatives of the parties, when there was discussed in general terms the dispute and the procedure for the presentation of evidence.

There were present at this meeting Messrs. H. D. Brydone-Jack and R. C. Johnston, representing the Companies, and Messrs. F. H. Hall, A. E. Payne and H. Smith, representing the Unions.

On June 10th, a complete hearing was held in Montreal and the two briefs of the parties were there read and discussed. The Union brief, presented by Mr. F. H. Hall, was submitted on behalf of the employees, represented by:

- Brotherhood of Locomotive Engineers
- Brotherhood of Locomotive Firemen and Enginemen
- Order of Railway Conductors
- Brotherhood of Maintenance of Way Employees
- Brotherhood of Railroad Signalmen of America
- Canadian Pacific Railway System Federation No. 125 (Shop Crafts)
- Canadian National Railway System Federation No. 11 (Shop Crafts)
- Division No. 4, Railway Employees' Department, A.F. of L.
- Canadian Brotherhood of Railway Employees and Other Transport Workers.
- Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees
- Hotel and Restaurant Employees International Alliance and Bartenders International League of America
- International Brotherhood Firemen and Oilers, Steam Plant Employees, Round House & Railway Shop Labourers
- Brotherhood of Express Employees
- International Brotherhood of Electrical Workers
- International Brotherhood of Blacksmiths, Drop Forgers and Helpers.

The brief on behalf of the Railway was presented by Mr. Brydone-Jack and expressed the views of the Canadian National Railways, the Canadian Pacific Railway Company, the jointly and separately owned subsidiaries and ancillaries of these Companies and, in addition, the following other Railways:

- Pacific Great Eastern Railway,
- Algoma Central & Hudson Bay Railway,
- Toronto, Hamilton & Buffalo Railway,
- Ontario Northland Railway,
- Sydney & Louisburg Railway,
- Essex Terminal Railway.

The workers involved in the dispute comprise about 65 per cent of the total number of the employees of the Railways in question. The dispute arose from the request of the Unions that:

All employees shall be granted fourteen days' vacation with pay each year, exclusive

of legal holidays, to become effective during the year 1947.

At the present time, a wide variety of practices prevails for vacations with pay, with the range of regularly employed workers extending between six and twelve days (and in a few cases exceeding twelve days). The general practice is that hourly-paid employees are given about six days and the monthly-paid employees twelve or even more. In the case of seasonal workers, there are special provisions respecting holidays that need not here be described. The request by the Unions is designed to achieve a more uniform and higher standard in the provision for vacations throughout the field of railway employment.

The Board is of the opinion that the request should be judged by reference to what is coming to be prevalent industrial practice and what is coming to be regarded as desirable social policy. The railways are great industries and vital factors in the economy of Canada, and hence must inevitably reflect the tendencies prevailing in that economy. The issue of capacity to pay arises and is, much emphasized in the brief of the Railways submitted before the Board. The Board is strongly conscious of the great difficulties of railway management now and indeed at all times. Rigid overhead costs have to be met, whereas traffic in the peculiar continental economy of Canada quickly and steeply fluctuates. The rapid rise in costs incidental to the war and post-war periods bears heavily upon railway management. The Railways properly emphasize in their brief that net earnings for the first four months of 1947 are some 64 per cent less than for the same period of 1946.

Nevertheless, the Board is convinced that these financial difficulties of railway management which periodically occur should not be permitted to obscure the force in the claims of the Unions for annual paid vacations that will compare favourably with those prevalent in other great industries. It believes that the public of Canada will expect the Railways to recognize such vacations. It therefore recommends that employees with one year's service should be entitled to six days' vacation with pay, that those of three years' service should be entitled to nine days, and those of five years' to twelve days. Since practices as to what constitutes a year's service now vary greatly according to the trades, the Board is not attempting to recommend the clause or clauses for incorporation into the agreements. The Board is concerned with laying down general terms and believes that the details to be embraced in the clauses should be formulated by the Companies and the Unions in negotiations.

It should be understood that where more favourable conditions prevail with respect to vacations with pay, they should not be adversely affected by this Board's recommendations.

Seasonal employees on waterfront operations should be entitled, like checkers at present, to holidays according to the time worked in each season. The Board would emphasize the need of as much uniformity as possible in the amount of paid vacations given to such workers. It thinks that similar provisions should apply to freight handlers on waterfront operations.

The lucid and excellently prepared brief of the Railways indicates, *prima facie* at least, incapacity on their part to absorb the increased cost involved in accepting this Board's recommendation. The Board is not, however, unmindful of the fact that an application is presently pending before the Board of Transport Commissioners for increased freight rates and suggests that the recommendations herein

contained be brought to the attention of that Board. But in any case the Board would emphasize that an attempt to establish the vacations recommended in this report should be made only through the careful and joint efforts of Unions and Companies to reduce the burden of such holidays on the operating expenses of the Railways. It is equally in the interests of the Unions and Companies that these costs should be kept to the minimum.

If, in the process of their negotiations, the parties should desire the assistance of this Board, it will be prepared to reconvene and to place its services at their disposal.

All of which is respectfully submitted.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) M. W. WRIGHT,
Member of Board.

(Sgd.) J. F. CHISHOLM,
Member of Board.

Report of Conciliation Board in Dispute Between McIntyre & Taylor Ltd., Toronto, Ont., and International Molders & Foundry Workers' Union of North America (AFL-TLC)

On June 24, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge Samuel Factor, Toronto, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, W. E. Corman, Toronto, and Fred Molineux, Hamilton, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ont.

SIR:

The Board of Conciliation appointed by you has investigated the matters in dispute, and after several meetings has succeeded in effecting an agreement between the parties on the matters on which they could not agree, and attached hereto, as Schedule "A", is the final proposal of the Company, which has been accepted by the Bargaining Committee, on the various matters in dispute. This will be submitted to the men for approval, and will be embodied in a formal agreement later on.

The Board desires to commend the spirit of co-operation shown by the representatives of the Company, and its Counsel, E. Macaulay Dillon, Esq., K.C., as well as by the repre-

sentatives of the Union, in effecting this agreement.

Dated at Toronto this 19th day of June, 1947.

(Sgd.) S. FACTOR,
Chairman.

(Sgd.) W. E. CORMAN,
Member.

(Sgd.) FRED MOLINEUX,
Member.

Schedule "A"

PROPOSAL OF THE COMPANY

Provided the Union will accept the principle that during the life of the agreement any wage increases and other concessions ultimately agreed upon shall be effective only if the tonnage of the foundry increases by a total of one ton per working day for every working day in the calendar month above 11,000 pounds per day, the Company will make the following concessions:—

WAGES

The wage scale shall be as set out in this paragraph if the above production is achieved and the employee shall be paid with the first pay in the succeeding calendar month the

difference between the rates set out hereunder and the present wage rates:

Proposed Scale of Rates Payable if the
Production Goal is Achieved in any
Calendar Month

	Per Hour
Floor moulders	\$1.05
Bench moulders	1.00
Coremakers .....	.95
Cupola tender .....	.85
Cupola helper .....	.85
Grinders .....	.80
Labourers .....	.75
Plater .....	.95
Polisher .....	.80
Welder .....	.85
Tinshop help .....	.85
Truck driver .....	.75

It will be observed that increases on this basis are offered to all employees. As the tinshop help are not concerned in the foundry production, their wage increase is absolute and not conditional, if the whole proposal is accepted.

The shake-out men are not in this list. The Company has since the last meeting made an arrangement with them to pay them a rate of \$33 per night whether two or three show up, as they have agreed to complete the work. If they only work two hours, they get \$33. The Company understands they are satisfied, although the Company is not sure the Union has been informed.

UNION SECURITY

The Company will not agree to a union shop, but if this offer is accepted, and not otherwise, will give the union a voluntary revocable check-off.

HOLIDAYS

The Company will pay for Christmas and New Year's Holidays not worked, but if worked will pay double time. If work is required on Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day or Thanksgiving Day, the Company will pay time and one-half.

STANDARD WORK WEEK

The standard work week will be five days of 9 hours each except for labourers and cupola men and the standard work week for the two classifications will be 48 hours including 3 hours on Saturday morning. These classifications must work for three hours on

Saturday morning if required and are not to refuse to come in on Saturday morning unless they are given 5 hours and paid time and one-half for the extra two hours which they have consistently done in the past.

OVERTIME

All overtime shall be paid at time and one-half on a weekly basis as above.

VACATIONS WITH PAY

For vacations in the first week of July, 1947, the Company will comply with the existing legislation and only one week's holiday with pay will be given to those entitled thereto, but, provided the production goal is achieved over the period from July 1, 1947 to June 30, 1948, employees with five years or more service will be given one week's holiday with two weeks' pay.

SENIORITY

Clause 5, subsection (f)* in the agreement submitted by the Union shall read as follows:—

5 (f) That in case of a lay-off the Company shall be at liberty to lay off any employee who in the exclusive judgment of the Company is less efficient than employees retained and the seniority provisions and the grievance procedure shall not apply.

This clause is for the protection of the men in view of the proposed conditional increases on production. Clause 5 (g) will have to be deleted as it is not applicable, for there is no union shop.

BONUS AND RETROACTIVE DATE

As the production has never since February 14, 1947, come up to the minimum hereinbefore set forth upon which increases are to be based, it is obvious that the principle of retroactive pay cannot be applied. However, the Company is willing to pay all the people in the moulding shop and tinshop (excluding shake-out men) a bonus forthwith after the execution of the agreement, of 5 cents per hour for every hour worked by each employee (exclusive of overtime) from February 14, 1947, to the 18th of June, 1947. This is a bonus without relation to production and for the purpose of enabling the Union, if it cares to, to sell this program to its members. This bonus of course is not to apply to any employee who has now left the Company.

Report of Conciliation Board in Dispute Between Ray's Superior Stores Ltd., and Ray's Ltd., Vancouver, B.C., and Retail Grocery & Food Clerks' Union (Local 1518, Retail Clerks' International Protective Association) (AFL-TLC)

On June 14, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Clarence Darling, K.C., Vancouver, B.C., Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Ian Cameron and R. K. Gervin, both of Vancouver, appointed on the nomination of the employer and employees respectfully.

Report of Board

To:
The Hon. the Minister of Labour.

The first hearing of the Board was held on April 25 at which the three members of the Board were present and also representatives of the parties concerned, namely:—

Mr. Walter S. Owen, K.C., and Mr. G. F. Cameron, for the Employers, and Mr. G. Johnston and Mr. J. O. Stinson, for the Retail Grocery and Food Clerks' Union.

The Union submitted a written brief and a number of documents which were referred to in the brief. Objection was taken by Counsel to both the brief and to the documents which were tendered in support; until he should have an opportunity of examining the brief and documents: reserving the right to further object after examination.

After some discussion it was arranged that copies of the brief and documents would be delivered to Mr. Owen for perusal and consideration and the meeting was adjourned to the following Wednesday. In the meantime the parties agreed that the members of the Board be permitted to peruse the documents without prejudice to any objections which might later be made as to their being receivable as exhibits.

The members of the Board met on April 29 and individually perused the aforesaid documents and discussed their contents, and their relevancy and admissibility.

The hearing was resumed on Thursday, May 1, when the Employers' counsel objected to the history, over a number of years, of negotiations, rates of pay, and various agreements, on the ground that there had been a change of ownership of the undertaking and that all that concerned the Board was the present demand of the Union for an increase of the present wage rates as established by the last agreement, Exhibit 8, dated the 8th day of November, 1945, made between the

Retail Clerks Union, Local 279, R.C.I.P.A., on behalf of the employees, and Ray's Superior Stores Limited.

The rates of wages according to said agreement and which are the rates in force up to the present time are as follows:—

Managers: \$35.95 per week, plus 15 per cent of net profit (bonus to be paid quarterly).

Grocery Clerks (Male): First six months experience, \$24.95; thereafter, \$28.95.

Grocery Clerks (Female): Under 6 months' experience, \$18; 6 to 12 months' experience, \$19; 12 months to 18 months' experience, \$20; 18 months to 24 months' experience, \$21; 24 months to 30 months' experience, \$22; 30 months to 36 months' experience, \$23; thereafter, \$25.

By letter dated January 4 last the Union requested the employer to adjust the wage rates of employees as follows:—

Female Clerks' Scale

That a three month probationary period be established for inexperienced employees at a rate of \$18 per week after which period inexperienced employees will be placed on regular wage scale. Regular wage scale will be the female scale now contained in articles of agreement between Ray's Superior Stores and the Retail Clerks' Union, Local 279 plus 10 cents per hour increase.

Male Clerk Wage Scale

First six months' experience, \$24.95 per week; Second six months' experience, \$28.95 per week; Third six months' experience, \$32.95 per week; thereafter, \$35.95 per week.

Grocery Managers

Ten cents per hour increase over present basic salary of \$35.95 plus present bonus of 15 per cent of net profit.

The offer, however, was on the footing of immediate acceptance, otherwise the Union would revert to a previous demand of a general increase of 15 cents an hour and this was what the Union contended for in its opening brief.

The Union submitted the following contentions:—

1. That the cost-of-living index has continued to rise and is still rising; and that so far as these employees are concerned, the rates of pay heretofore paid them have in

no way been a contributing factor; that they are as much the victims of the rising cost of living as anyone.

2. That the rates of wages paid to these employees always have been low and are particularly so at the present time having regard to the rising cost-of-living index (*inter alia*).

3. That the volume of retail sales of groceries has greatly increased generally, including the sales by these employers and at the same time controls of prices of a great many articles of food sold by grocers have been lifted, and in any event there is and always has been a sufficient "Mark up" allowance between controlled wholesale and retail prices to permit a reasonable profit to the retailer.

4. That while they are willing to have some regard to the profits and/or the losses of the employer in his business, adjustments and economies should not, in principle, be made at the expense of the wage earner, i.e., either by reduction in wages or withholding increases that are necessary to give him a decent standard of living and in accordance with what is generally paid by good employers.

A written statement was submitted showing a comparison of the rates of wages paid by Safeway Stores over a period of years with that paid by the present employers, which generally showed much higher scales of wages than Ray's Superior Stores, but the Union representatives later admitted that they were aware of the differential between the types of operation of these two establishments. They later stated that these figures were submitted as these two concerns were the only two grocery firms with whom the Union had wage contracts, and to show that while periodical adjustments had taken place in the Safeway scale, no overall adjustments had taken place in Ray's Superior rates. Other "food chain" concerns were referred to at the hearings, namely, B. & K. Economy and Wilbee's; but the Union representatives submitted that it would not be fair to compare union rates with those of unorganized firms. They believed that B. & K. rates were somewhat higher than, and that Wilbee's rates were comparable with, those of Ray's Superior Stores.

Rates paid to grocery clerks in David Spencer's and Woodwards Departmental Stores were discussed but no details or direct evidence were given. Mr. Johnston stated he knew that Woodwards did not pay any married man in their store less than \$35 for a 40-hour week and that he personally knew a male clerk with B. & K. Stores who receives

\$37.50 per week, but this was after twelve years' employment.

On the other hand, the employers made the statement (which was not disputed) that their profit for the year ending April 30/47 was \$16,095; that an increase as asked for by the Union would cost the employer \$21,964 on its present payroll, which their counsel submits shows the impossibility of granting the request.

The employers further submitted that the volume of sales was not a proper criterion upon which to base any opinion as to their Company's financial position, and while sales have increased the fact remained that the volume of turnover has not produced the profits which the Union suggests it has, or should have, made.

The Employers during the hearing objected to the *Managers* being included in any agreement and refused to recognize the Union as representing them in the negotiations, notwithstanding the purported certification by the Minister of Labour (as representing the Wartime Labour Relations Board) on the ground that managers are not "employees" as defined by Section 2 (f) of the Wartime Labour Relations Regulations (P.C. 1003) in that they are "persons employed in a confidential capacity" and there is no authority in the Board nor in the Minister to certify bargaining representatives for them.

On the other hand the Union refused to conclude any agreement without including the managers as "employees": their contention being that while they are called "managers" they are not managers in the sense of having real management. They have no power to employ or discharge (except possibly casual labour on special occasions) and there is nothing of a "confidential" nature respecting their employment. Furthermore, that the Minister's decision is binding and there has been no appeal therefrom.

The members of the Board take the view that this question was not in issue in the dispute, and that in any event they feel they cannot sit on appeal respecting any decision or action of the Minister—particularly when (through inadvertence or otherwise) the employers failed to appeal to the Wartime Labour Relations Board as they might have done.

The employers finally made an offer of 5 cents per hour increase "across the board"—managers not to be included in any formal agreement. Assurance was given to the Board, however, that if their offer respecting the other employees were accepted, they would

also give their managers a 5-cent per hour increase—these increases to become effective as from the present time.

Counsel for the employers pointed out that every five cents per hour increase would cost \$7,322 per annum. He further contended that there had been no price relief so far as these employers were concerned; that withdrawal of controls had only applied to luxury lines which people were not buying, e.g. canned lobster, etc. True, there had been an increase in the price of butter, for instance, but the spread was the same, there was no increase in the profit; the increase passed all the way down the line.

However, that may be, and recognizing that the cost of living had increased, and wishing to do all they possibly could, they were prepared to make the above offer of five cents per hour, across the board—excluding managers from any formal agreement.

The question of expenses of the business was discussed. The representatives of the employers had with them a "break-down" statement of their operating expenses, but did not wish to file it as an exhibit as they did not feel called upon to make public such information, which was of a private nature; but they were willing to have their figures audited and the results certified by a chartered accountant. This would have meant further delay and the Union representatives intimated they did not wish to question the bona fides of the figures. The list of the expense accounts was read over and some of the figures discussed, including "depreciation", etc. Employers' representatives also gave a figure of approximately \$250,000 as the actual capital investment in the twenty-nine "Superior" Stores (Grocery Departments).

At the final hearing which took place on May 28, the Union made a final offer to recommend acceptance of the following rates and terms:—

Female Clerks

An increase of 5 cents per hour over present rates.

Male Clerks

The rates as set out in their letter of January 4, 1947, as set out above.

Managers

That managers be included in a formal agreement along with other employees and they be given an increase of ten cents per hour (plus the present bonus of 15 per cent of net profits).

All of the above rates to apply as from the first of January of the present year.

RECOMMENDATION

After giving due consideration to the foregoing submissions of the respective parties, this Board recommends that the parties mutually conclude an agreement embodying the following terms:—

1. That the wage rates of the female clerks be increased by five cents per hour.
2. That the scale of wage rates for male clerks be as follows:

First six months' experience, \$24.95 per week; Second six months' experience, \$28.95 per week; Third six months' experience, \$30.95 per week; Fourth six months' experience, \$31.95 per week; Over 2 years' experience, \$32.95 per week; Over 3 years' experience, \$33.95 per week.

In the above scale there is no change in the figures for the first and second six months of experience from the present scale nor from the new rates which the Union is asking for.

An increase of five cents per hour over the present rate of \$28.95, which is payable generally to all employees after six months' experience (no matter how long employed), would mean an increase to \$31.15, where it would stop. The Board feels that it would be more equitable all around if the scale were graduated so as to give somewhat less than \$31.15 to those who have been employed for less than two years and give somewhat more to those who have been employed for a period longer than two years. The Board assumes that those remaining in the employment for over two years should have not only become more efficient through experience; but the fact of their retention in employment by the employer for that length of time is at least some evidence of their employer's regard towards them for their qualities as diligent, efficient and honest employees. The Board has considered also the probability that the average beginner is a young unmarried man who in the course of the next couple of years or so would likely have the responsibilities attached to married life. Nor has the Board overlooked either the rising cost of living or the limited profit of the employers' operations out of which increases can be paid.

Re Managers

(a) As to their inclusion in a formal agreement: the Board for the above reasons recommends that they be so included; but so that such inclusion will not operate as any admission on the part of the employers that may prejudice them when the question of certification of bargaining representatives again comes up before the Minister, your

Board recommends the inclusion of a clause in the agreement in the following words, or to the following effect, viz:—

Provided always that nothing in this Agreement contained shall operate as any admission on the part of the Employers that the Union are the legal bargaining representatives of the Employers' managers and that the inclusion of managers in the scale of rates of pay in this Agreement shall be without prejudice to the objection of the Employers that their managers are not "employees" within the meaning of the War-time Labour Relations Regulations, P.C. 1003, or of the Provisions of the British Columbia I.C. & A. Act, 1947.

(b) As to rates of pay of managers: The Board has given consideration to the fact that in addition to a basic wage of \$35.95 the managers are also entitled to a bonus of fifteen per cent of the net profit. They also appreciate the possibility that the bonus may amount to very little with respect to managers of some of the stores—(more with regard to others); but the opportunity is there and in this respect the interests of both employers and managers are mutual, except

that the Employer has a greater control. The Board also appreciates the contention on the part of the Union that the "managers" are not managers in the ordinary sense, but are mere "employees" within the meaning of the Regulations. If this be so the rate of \$35.95 presently being paid is not so much out of line—particularly if to this is added a bonus of fifteen per cent of the net profit of their respective stores. The Board, therefore, considers that an increase of the basic wage of managers to \$39 per week (plus the bonus) is reasonable under all the circumstances and should be accepted by the managers.

As to the date from which these rates should become effective, the Board recommends that the effective date be as from April 1 of the present year.

Respectfully submitted,

(Sgd.) CLARENCE DARLING,
Chairman.

(Sgd.) IAN CAMERON,
Member.

(Sgd.) R. K. GERVIN,
Member.

Report of Conciliation Board in Dispute Between Reliance Foundry Co. Ltd., Vancouver, B.C., and Vancouver District Metal & Chemical Workers' Union (Local 289, International Union of Mine, Mill & Smelter Workers) (CIO-CCL).

On June 26, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Colonel J. F. Keen, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, O. R. Olson and W. L. White, who were appointed on the nomination of the employer and employees respectfully. All three reside in Vancouver.

Report of Board

Hon. Minister of Labour,
Ottawa, Canada.

DEAR SIR:

The Conciliation Board appointed by you under P.C. 1003 in the above matter present this unanimous report, the negotiations having now been brought to a conclusion.

While at early meetings the matters in dispute proved highly contentious, especially in regard to the segregation in the wage schedule (which was desired by the employer) of unskilled labour (beginners) in that part

of their foundry manufacturing malleable iron. The Board held a meeting at the foundry which helped considerably in the understanding of the different processes involved and contributed to better progress in the conciliation proceedings, with concessions made by both sides.

Mutual understanding has now been reached and is embodied in an agreement duly signed by both parties.

The Board regrets the somewhat protracted sessions which were necessary, but some of the points simply could not be hurried. Trusting that you will regard this as a satisfactory conclusion of the Board's efforts.

Respectfully submitted,

(Sgd.) J. F. KEEN,
Chairman.

(Sgd.) W. L. WHITE,
Member.

(Sgd.) OSCAR R. OLSON,
Member.

**Report of Conciliation Board in Dispute Between Systems Equipment Ltd.,
Winnipeg, Man., and Local 191, Winnipeg Typographical Union;
Local 160, International Brotherhood of Bookbinders; and
Local 87, Winnipeg Printing Pressmen &
Assistants' Union**

On June 2, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Hon. Mr. Justice A. K. Dysart, Winnipeg, Chairman, appointed by the Minister of Labour on the recommendation of the other two members of the Board, T. W. Laidlaw, K.C., and A. Murphy, both of Winnipeg, appointed on the nomination of the employer and employees respectively.

Report of Board

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

We, the undersigned, being the members of the Board of Conciliation appointed by you on the 25th day of March, 1947, "to endeavour to effect an agreement between the above-mentioned employer and employees on the matters on which they had not agreed", having now completed the task assigned us, beg leave to submit herewith our Report thereon.

The result of our endeavours is that we have brought the parties into an arrangement which we believe is a solution of the problem submitted. This arrangement, although not all that we desired, is the best that we can secure from the parties, and we believe it will be effective.

In order to understand the scope and effect of the arrangement, it is necessary to set forth the opposing claims and contentions.

The employees' claim is for a 40-hour week, at \$1 per hour basic wage for journeymen, to become effective immediately. In support of this claim, the spokesmen for the three Unions involved insisted that the 40-hour week is an established fact in their respective trades; that it has been adopted by most of the printing-houses in Greater Winnipeg and elsewhere. They adhered to this claim as to a principle. The wage rate of \$1 they claimed is inseparably attached to the 40-hour week. They would not give any off-setting value to the pensions scheme which the employer has had in force for several years, for the reason, they say, that while the pension is an important factor in social security, it does not help to support families in the meantime. Besides, they said, the pensions scheme was set up and operated

largely for the office staff and other employees of the employer who are not members of their Unions. They do not deny that the contributions of the employer to the pensions fund may equal, or even exceed, the extra cost to the employer that would result from shortening the working week and increasing the hourly wage rate. They said that is not the issue here. They refuse to accept anything less than their full demand, for the additional reason that to do so would embarrass them or place an obstacle in their way when dealing with other employers for a contemplated further increase in wage rate. In all this they give little, if any, weight to the claims of Mr. Swan—spokesman for the employer—that his business has special features which materially distinguish it from all other printing establishments in this area, and maintain that, at any rate, they would not recognize the existence of any such special features.

For the employer, Mr. Swan maintained that he could not immediately meet the employees' present demands. He declared that his business is a specialized one which requires specially trained workmen—particularly in the typographical branch thereof; that he has not, and cannot get, a sufficient number of specially trained men to enable him to turn out the work which he is at present able to do on the 43-hour week. He pointed out that he would be quite willing to meet the employees' demands if he could get and immediately install new improved machinery which would facilitate the work, but that the machinery, although ordered many months ago, is not yet ready for delivery and will not be so for a considerable time to come.

Mr. Swan referred to the pensions scheme as something of real value to the employees—more than equivalent to the increased benefits they would derive under the present demands of the Unions; that his contributions to the pensions fund exceed those that would be required by adoption of the present demands. He said that if he is forced now to meet those demands, he would have to drop the pensions scheme. This he is willing to do if his employees are satisfied to discontinue it. He preferred, however, to meet the demands gradually, along the lines laid down by the Regional War Labour Board, under which he has ever since been operating. This plan he recognizes was declared by the

National War Labour Board to be beyond the powers of the Regional Board, yet he maintained that the plan was fair and just to all concerned. The plan laid down by the Regional War Labour Board was

- a 44-hour week at 97 cents per hour, from June 3, 1946, to February 28, 1947;
- a 43-hour week at 98 cents per hour, from March 1, 1947, to December 11, 1947;
- a 42-hour week at 99 cents per hour, from December 11, 1947, to June 1, 1948;
- a 40-hour week at \$1 per hour, beginning June 1, 1948.

The Board is satisfied that there are special features of this employer's business which distinguish it from other businesses of like nature. They recognize also the position of the Unions and their desire for a united front in meeting other employers.

Considering all these factors, the Board contemplated submitting to all employees—whether members of the Unions or not—a questionnaire to determine how many of the employees are Union members and how many would be willing to drop the pensions scheme in order to get the betterment from hours and wage rates. However, before any such questionnaire was submitted, a suggestion emanated from the members of the Board that a compromise might be effected. The compromise is that the employer continue the present 43-hour week at 98 cents per hour until the end of 1947; that beginning with January 1, 1948, he establish a 40-hour week at \$1 per hour; and that the pensions scheme be continued. This compromise was submitted to the different parties at separate meetings, and, finally, at a joint meeting of all of them. At this meeting the question

was specifically put to them in the following form:—

(1) That the Employer

- (b) continue the present level of a 43-hour week at 98 cents per hour basic pay until the end of 1947, and will, beginning January 1, 1948, change over to a 40-hour week at \$1 per hour; and
- (b) will continue unchanged its present pensions scheme.

To that submission, Mr. Swan, for the employer, stated positively that, although he disliked the proposed compromise, he would accept it and live up to it; and the spokesmen for the three Unions stated that, while disliking the proposed compromise and declining to accept it formally, they would acquiesce in it as being the unanimous recommendation of the Board, and would do nothing to interfere with its full and free operation.

We are satisfied that this compromise will be carried out as stated, and we therefore unanimously recommend it for the acceptance of each of the parties to this dispute.

The first meeting on this matter was held on May 3. Several meetings were held subsequently—some with one side and some with the other—until the final meeting just mentioned, held on May 19.

All of which is respectfully submitted.

(Sgd.) A. K. DYSART,
Member and Chairman.

(Sgd.) T. W. LAIDLAW,
Member.

(Sgd.) A. MURPHY,
Member.

Report of Conciliation Board in Dispute Between Union Gas Co. of Canada Ltd., Chatham, Ont., and Locals 1, 2 and 3, National Union of Natural Gas Workers (CCL)

On June 19, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Judge J. J. Coughlin, Windsor, Chairman, appointed by the Minister of Labour in the absence of a recommendation from the other two members of the Board, R. R. Evans, K.C., Hamilton, and J. D. McNish, K.C., Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable
The Minister of Labour,
Ottawa, Ont.

I

1. The Board of Conciliation established by you in the above matters, consisting of

His Honour Judge Coughlin as Chairman, R. R. Evans, K.C., Hamilton, as the Employers' nominee and Mr. J. D. McNish, K.C., as the Unions' nominee, convened at the call of the Chairman in Chatham on Monday May 19, 1947. The Employers were represented by Mr. J. A. McNevin, K.C., and Mr. Thomas Weir and the Union Locals were represented by Messrs. Robson, Rhodes and Lezert.

2. Locals Nos. 1 and 2 have not been certified but a collective bargaining agreement dated the 1st of March, 1946 is in existence between Local No. 1 and Windsor Gas Company Limited respecting the Windsor District, and a collective bargaining agreement dated the 1st of March, 1946 is in existence between Local No. 2 and Union

Gas Company of Canada Limited respecting the Sarnia District. Local No. 3 has been certified by the Ontario Labour Relations Board with respect to the City Gas Company of London respecting the London District.

3. These proceedings arise in respect of negotiations for renewal of the two above mentioned collective bargaining agreements and the negotiation of a collective bargaining agreement between Local No. 3 and the City Gas Company of London in respect of the London District.

4. For the purposes of convenience all three hearings were conducted as joint hearings and the following references apply generally to all three locals and both companies and the "Windsor", "Sarnia" and "London" Districts unless otherwise specified or indicated.

II

1. The matters dealt with in this report cover all the matters raised before the Board at the above mentioned hearings.

Sub-Foremen

2. Locals 1 and 2 requested that sub-foremen be included in the Windsor and Sarnia bargaining units. Under the Order of Certification respecting the London unit sub-foremen are not specifically excluded therefrom. The Board is of the opinion that sub-foremen should be included in the bargaining units for all three areas and recommends accordingly.

Arbitration

3. The two existing agreements provide that grievances may be taken to a Board of Arbitration consisting of one representative appointed by the Company in question, one representative appointed by the Local in question and the Senior County Court Judge of the County of Essex or one of the Junior Judges of that County in the case of the Windsor District and the Senior County Court Judge of the County of Lambton or one of the Junior Judges of that County, respectively to act as Chairman. The arbitration clause in each case then goes on to provide for an appeal from such Board to an Umpire whose decision shall be final.

4. The Board is of the opinion that the decision of the Board of arbitration should be final and that there should be no appeal therefrom and that the Chairman should be a Judge of the Supreme Court of Ontario or a County Court Judge appointed by the Minister of Labour for Ontario but excluding therefrom a Judge of the County Court of the County in which the District in question lies and recommends accordingly in respect of all three Districts. A draft of proposed

arbitration clause in accordance with the Board's recommendation is attached hereto as schedule 1 hereto.

Overtime—Sundays—Statutory Holidays

5. The Union asked for modification of the provisions of the present Windsor and Sarnia contracts relating to these matters. The Board finds that the present provisions and the present practice relating thereto are fair and reasonable and recommends that the same remain unchanged and be also made applicable to the London District. This is on the understanding that where an employee works on any of the six Statutory Holidays named in the Windsor agreement of March 1, 1946 or any of the two additional holidays agreed upon by the parties; namely, Empire Day and Civic Holiday; he shall be paid time and a half for the hours worked on that day and shall be entitled to another day off with pay at straight time rates.

III

WAGE INCREASES

Differentials

1. The Union contended that there should be no differential in wage rates between Windsor, Sarnia and London District. The Company contended that there should be a differential and that there always had been a differential between those three localities and Mr. Weir stated that the Company after a very thorough and elaborate investigation and study had concluded on the basis of all the facts available that a fair and proper differential between the three localities was as follows:

Sarnia — 3% below Windsor
London — 3% below Sarnia

Mr. Weir frankly stated that by reason of the many intervening factors it was difficult to establish a definite accurate yardstick. The Board is of the opinion that adopting the best evidence rule Mr. Weir's estimate should be accepted and recommends that a differential of 3% between Sarnia and Windsor and 6% between London and Windsor be accepted and established.

General Wage Increases

2. The Company presented and filed with the Board as Exhibit 3 very comprehensive and detailed figures, tabulations and charts respecting each of the three Districts in question including the Companies' detailed proposals covering a complete revision of classification and proposed new rates both hourly and weekly and including a proposed flat monthly cost of living bonus of \$5.00 per month which would increase or decrease as the general cost of living index moves a

point up or down the basic cost of living index figure to be the current cost of living index figure stated at the hearing to be 130.6 quoted unofficially by the Canadian Press as being the cost of living index figure as of March 1, 1947.

3. In said Exhibit 3 there were certain tabulations relating to proposed revision of classifications and proposed new rates which indicated that in some cases some employees would be receiving a lower rate than they are now receiving. In this respect the Company informed the Board that it had been necessary in preparing such tabulations to set out these apparently lower rates but that the Company's proposal did not involve any actual rate reduction among its present employees but any such reduction would apply only to future employees and that any employee now receiving more than the rate shown in the tabulation would continue to receive his present rate.

4. The Board, Mr. McNish not concurring, is of the opinion that the Company's proposal as presented to the Board and set forth in the Company's brief filed with the Board as Exhibit 2 and as set forth in Exhibit 3 is fair and reasonable in the circumstances except that the proposed monthly offer of \$5.00 per month should be increased to \$8.00 per month such monthly rate of \$8.00 per month to be revised upwards or downwards with each one full point rise or fall in the general cost of living index on the basis of 25c. per week per point based on four and one-third weeks per month the basic cost of living index figure to be the figure as of March 1, 1947 stated unofficially to be 130.6.

5. In coming to this conclusion we have taken into careful consideration the position of the companies concerned, the particular circumstances pertaining to those companies, the fact that the companies are public utilities serving large rural as well as urban areas and the principle that in dealing with wage increases regard must be had not only to the employees concerned but to the rights and interests of the general public and the advisability in the national, local and individual interest of endeavouring to keep in balance as far as possible the whole economic fabric including the relation of wages to commodity prices and the cost of living.

6. Mr. McNish does not concur in this part of this report. His dissent in this respect is appended as Schedule 2 hereto.

IV

UNION SECURITY

The majority of the Board consisting of the Chairman and Mr. McNish are of the

opinion that some measure of union security be granted to this Union. Three suggestions were advanced by the Union, namely—

- (a) Union shop clause
- (b) Maintenance of membership clause
- (c) Rand Formula

They did not recommend a Union shop clause but in considering the alternative of Maintenance of membership or the Rand formula they were of the opinion that the Rand Formula was preferable, particularly in view of the fact that this Formula as a measure of union security in labour agreements is the one most prevalent in the Windsor area. For that reason they recommend that any agreement or agreements should contain a clause following the Rand Formula.

Mr. Evans does not concur in this part of the report. His dissent in this respect is appended as Schedule 3 hereto.

V

RECOMMENDATIONS

1. The Board recommends that collective bargaining agreements be entered into between the respective parties following the lines of the agreement of March 1, 1946 between Local No. 1 and the Windsor Gas Co. but making the necessary changes to carry out the recommendations of this report.

2. The Chairman having agreed with Mr. McNish on the subject of Union Security and with Mr. Evans on the subject of wages sets out his reasons therefore as Schedule 4 hereto.

All of which is respectfully submitted.
10th June 1947.

(Sgd.) J. J. COUGHLIN.

R. R. EVANS.

J. D. McNISH.

Schedule 1

ARBITRATION CLAUSE

The Arbitration Board shall consist of one member to be nominated by the Company, one member nominated by the Union and the two thus nominated to select a third member.

If the persons so nominated fail to agree in the selection of the third member of the Board then the third member shall be named by the Minister of Labour for the Province of Ontario who shall choose as such member a Judge of the Supreme Court of Ontario or a Judge of the County Court from any County in the Province of Ontario other than a Judge of the County Court of the County in which the dispute arose. The third member shall be the Chairman. In

the event of the failure of either party hereto to appoint its nominee to the said Board within 10 days from the date of the request for arbitration by either of the parties hereto then the Minister of Labour for the Province of Ontario shall nominate a member of the Board to act on behalf of the party so failing to make such appointment.

Schedule 2

RE: UNION GAS COMPANY LIMITED

While the majority of the Board feel that due to the increasing cost of living in Canada some alleviation should be given to the employees concerned by way of a cost of living bonus, Mr. McNish takes the view that the cost of living bonus based on the cost of living index introduced in the earlier years of the War to meet then existing conditions was abandoned in February, 1944, by the Government of the day for two reasons—firstly, because it tended to increase the inflationary spiral of wages when tied to the cost of living index and secondly, by that date standards of living had been raised to a point from which employers and employees might thereafter negotiate future wage increases. If the majority of the Board are desirous of providing for the admitted rising cost of living by now granting a cost of living bonus, then he submits that the cost of living index as of the 1st of February, 1944, should be the base and all rises in the cost of living index from that date should be compensated for on the former formula laid down for the payment of cost of living bonuses. If this were done then it would be found that a higher rate of wages would have to be paid than could otherwise be arranged by negotiation.

He considers that one must project the present wage demands of the employees affected in this dispute against the general wage pattern in industry as a whole, whether it be government, public utilities or private commercial enterprise since February 1, 1944. It will then be found that the employees affected by this dispute have had no earnings increase since that date—although their hourly rate has been increased by reason of the lessening of the hours of work from 48 hours to 44 hours as a result of negotiation between the Company and the Union in January, 1946. This situation undoubtedly places the employees of this Company in a much more unfavourable position than workers generally in Canada who in the period between February 1, 1944, and December 31, 1946, have received increases in wages equivalent to an average of 16 cents

per hour. It is also true that during the first few months of 1947 workers have been demanding and in many cases receiving increases over rates established in 1946. That is no doubt the reason why the Union in this dispute are requesting 15 cents per hour over what they demanded in January, 1947.

While one cannot be oblivious to the danger of spiralling costs of goods and wages, at the same time one must be equally concerned with the standard of living established for Canadian workmen during the war years and which standard should be maintained even if it entails slightly higher costs for goods and services. It is not open to question that employees of Union Gas Company Limited are in a somewhat different position than employees in competitive manufacturing or construction industries. Their employment is constant and not subject to the vicissitudes of weather, seasonal lay-offs, or hold up on production for other reasons. As compensation for this the employees of this Company should be prepared to sacrifice something in the way of financial gain for security of employment. For the foregoing reasons Mr. McNish is of the opinion that an overall increase of 12 cents per hour as originally demanded by the Union is justified and should be paid. While this appears to be a substantial increase it still leaves the employees affected behind the wage pattern of industry generally, which is compensated for by the security of employment.

With regard to the differential of wage rates as between Windsor, Sarnia and London, in the absence of any evidence other than that submitted by the Company he is prepared to accept their scale of differential i.e.—Sarnia 3 per cent below Windsor and London 3 per cent below Sarnia. It would be preferable however if these percentages could be converted into cents per hour.

With respect to wage classification, if it is necessary for him to do so, he recommends that a maximum period of three years be set as the appropriate time limit from commencing employment in the various classifications to reaching the maximum rate. This would appear to be the general practice in comparable companies or commissions and differs from the Company's six year period and the Union's demand for a two year period.

Mr. McNish states that in arriving at his conclusion on this branch of the dispute he has not lost sight of the representations made on behalf of the Company as to its ability to pay. While it is admitted that this Company did not make profits comparable to many industrial concerns during the war

years, they still made substantial profits which have been retained and are now being used for a program of expansion designed to ensure the continuance of the Company's operations for a number of years. Subject to the happening of a certain event, viz.:—the bringing into Canada of 500 million cubic feet of gas from the United States, a rate increase will go into effect which will affect all the municipalities now served by the Company, and this increase will substantially increase the Company's earnings. No accurate figures were available to show exactly what these increased earnings will amount to but Mr. McNish is satisfied that they will be sufficient to pay the increase recommended by him and still leave sufficient to pay an adequate return to the shareholders of the Company.

(Sgd.) J. D. McNish.

Schedule 3

DISSENT

1. I regret that I am unable to concur with the recommendation of the Chairman and Mr. McNish relating to Union Security as set forth in Article IV of the Board's report.

2. The existing agreements relating to the Windsor district and to the Sarnia district which are now the subject matter of renewal accorded to the Unions in question a voluntary revocable check-off and the Company was prepared to carry forward such provisions into the renewal agreements now being negotiated and to incorporate similar provisions in the agreement now being negotiated with respect to the London district.

3. The voluntary revocable check-off has been in effect with respect to the Windsor and Sarnia districts for a considerable period of time. The evidence disclosed that the Unions were receiving by way of check-off Union dues from over ninety per cent of the employees and indicated that the few who had not signed check-off authorization cards were largely employees of many years' standing who felt that they had the right to finish out their time with the Company free of any impost being placed upon them as a condition of their employment. With this contention on the part of these employees the Company agreed and indicated that it was strenuously opposed to any impost being placed upon any employees as a condition of their employment. The Union failed to and in fact made no attempt to establish that compulsion was necessary to any extent or to any degree but rested on a bare demand without justification for an extension of the

adequate rights and privileges already possessed.

I am of the opinion that no useful purpose would be served by imposing compulsion where compulsion is not needed and that the imposition of compulsion in the circumstances at hand may well create a discord which has hitherto not prevailed. The principle of compulsion as a negation of man's freedom with respect to the earning of his livelihood does not readily lend itself to the democratic theory of life and in the circumstances existing in this instance and the absence of any necessity or utility I am impelled to dissent from my confreres' views as set forth in Article IV of the Board's report.

June 14, 1947.

(Sgd.) R. R. EVANS.

Schedule IV

CHAIRMAN'S STATEMENT

In my statement of reasons for the Board's recommendations, I use the figures referring to the Windsor employees and Windsor wage rates, first to avoid the use of too many statistics and secondly because the conclusions with regard to Windsor will apply to the other two areas as well.

I am impelled to a lengthy setting out of these reasons because the recommendations of the Board will affect not only the Windsor employees but also all the residents of Windsor who use gas for cooking or heating or for industrial processes. These users together with those in the other areas served by the Company are the persons who must furnish the money with which the Company must pay wages as well as meet all its other expenditures including dividends.

The average citizen has neither the time nor the opportunity to study the figures enabling him to decide what a fair settlement of the dispute existing here would be and it is therefore incumbent on me as Chairman of the Board to set out with as much clarity as I may the reasons why the Board after an exhaustive study of all the facts has made the recommendations set out in its report and in doing so I propose to deal with the three questions most in dispute; namely, Union Security, Company's ability to pay and wage rates.

UNION SECURITY

The conditions existing in Canada at the present time, the period of reconstruction following the tremendous destruction of the Great War, makes imperative a closer co-operation than has ever heretofore existed between Labour (represented by Unions) and Capital (represented by Management).

Whatever tends to hinder that co-operation cannot fail to be a blow at the prosperity of the country and at the raising of the standard of living of its inhabitants.

Among the things which in my opinion tends to hinder that co-operation is the refusal by Management to accord to Unions representing their employees a reasonable degree of Union Security.

Particularly is this the case when (as is the situation here) the Unions in question represent nearly one hundred per cent of the employees.

The recommendations of the Board as to Union Security are moderate and reasonable and it would seem to me that the rejection of same by the Company could not fail to be interpreted by the employees as an exhibition of antagonism to Unions.

This in turn would tend to create in the Unions the desire to fight instead of the desire to co-operate and thus make the goal which the country seeks just so much more difficult to attain.

COMPANY'S ABILITY TO PAY

There were presented to the Board unusually complete records of the operations of the Company for the ten-year period commencing March 31, 1936, and ending March 31, 1946.

The Union's insistence upon the Company's ability to pay appears to have been based on the Annual Report of the Company for the year ending March 31, 1946. That report shows a net profit of 59 cents per share as against a profit of 36 cents per share in the preceding year. These figures seemed to indicate a much improved position and apparently raised in the minds of the Union the question: "Are we not entitled to an increase in wages on account of this improved position?"

If the wages of the workmen were lower than the average paid to men engaged in the same type of work and under similar conditions and if 59 cents per share is more than a fair return to the shareholders then the answer to that question should in my opinion be in the affirmative. The first thing to consider then is whether or not the profit of 59 cents per share is more than a fair return and therefore one indicating ability to pay higher wages.

The company stock is divided into 706,199 shares with no stated par value. The same 1946 report indicated a book value of approximately \$1 per share. The book value does not necessarily represent either the actual cash put into the enterprise by the shareholders or the actual value of the shares. Either of these items can be either above or below the book value.

For want of any better guide as to what is a fair return to the shareholders, I refer to the operations of the company for the first six years of the ten-year period above referred to. I confine it to the six years because at the end of that time a wartime regulation imposed a crippling blow which affected the subsequent four years' returns most adversely.

It is difficult for the average man to "humanize" the figures contained in the financial reports of a large corporation. I shall attempt to do it by reducing the figures to show the condition of a shareholder holding 1,000 shares for each of the first six years throughout the ten-year period and his position during the subsequent four years. Such a shareholder might be taken as representing a man putting the savings of a lifetime in the stock of this Company.

The figures are confined to net profit and dividends for the Company's fiscal year ending 31st March of each year and are as follows:—

Year	Net profit per 1,000 shares	Dividends paid per 1,000 shares
1937	\$ 990	\$1,150
1938	1,310	700
1939	1,310	800
1940	1,600	1,000
1941	1,410	1,000
1942	1,220	1,000
Six year average....	\$1,307	\$ 941
1943	340	200
1944	390	—
1945	360	—
1946	590	—
Four year average...	\$ 420	\$ 50

Nothing further is required to show that the figures of the 1946 financial report instead of indicating a flourishing condition of the company showed on the contrary the continuation of a very bad financial condition.

The causes for the change from the good position of the first six years compared with the bad condition of the last four years of the period may be summarized as follows:

A. The government's war order compelling the Company to discontinue the winter heating of dwelling houses, a very profitable business, in order to supply gas for war industries at a price that for a portion of 1942 wiped out all profit but later (by a government sanctioned price increase) produced a small profit as shown in the tabulation above.

B. The necessity of replenishing the dwindling supply of natural gas from the Company's own gas fields by manufacturing artificial gas at its oil gas plant at very considerable cost.

C. The contract for the taking of natural gas from the Texas field has not yet commenced to take effect and cannot improve the position of the Company until heavy expenditures for pipe line is incurred. The gas so obtained will be at a cost necessarily much higher than the "free" gas from the Company's own field.

So much for the past ten years. What of the future?

The Company has a contract with the municipalities served by its lines for an increased rate to be charged its customers when the Texas gas comes through but it is estimated it will be two years before the effect of the new arrangements on the Company's financial condition can be measured. In that interval will be shown what success the company will have in getting back its 10,500 domestic consumers cut off in the war years. While it is reasonable to expect some considerable betterment of the company's position he would indeed be an optimist who would predict its ever recovering its pre-war position.

My conclusion from the above is that the Company's profits for the past four years form no basis for a demand for increased wages and that the prospects for the betterment of its position within the life of the proposed wage agreement do not justify an increase above the amount recommended by this Board.

WAGES

This Company furnishes to its employees continuous employment. Practically all of them are assured of 52 weeks' pay in every year.

This radically differentiates it from industries that can offer only irregular employment.

In Windsor the rate prevailing in such industries is almost wholly based on the automobile industry which at the present time is enjoying unusual prosperity.

There is in the pockets of a section of the general public money that was easily made or easily earned during the war. This creates a very buoyant market for automobiles and for all luxury products.

That that section forms but a small percentage of the general public is pretty well demonstrated by the recently announced income tax returns for 1946 which show that the number of persons in the whole of Canada, paying taxes on incomes of \$5,000 and over is only 74,384, while those paying on incomes less than \$5,000 number 2,468,000 and of such latter number 93 per cent are in the bracket below \$2,000.

When to this is added the further fact that the one-third of Canada's population is engaged in agriculture and of that group the earnings of ninety-five per cent are too low to come within the income tax class, it will be seen how small is the section of our population whose ability to pay is the measure by which present prices are set.

When the present active market set by that comparatively small percentage of our whole population is satisfied (and it should not take long to satisfy it) then if the industries producing luxuries and the other industries which follow their lead want to stay in business the prices must be brought down to the purchasing level of the great mass of the people. This will necessitate that co-operation between workers and management referred to under Union Security and will mean some sacrifice of profits on the part of Capital and some sacrifice of wages on the part of the better paid groups in Labour accompanied by increased production of all groups.

These sacrifices should be compensated for by an increased continuity of employment of Labour and an assurance of reasonable profit for Capital. By the voluntary co-operation of Labour and Capital this result can be attained now in a painless way. Otherwise it will not be attained until it is forced upon them the hard way when the loss of markets for Canadian factories will be followed by closed down factories, workers without jobs, Capital without returns and a depression equalling or more probably exceeding that of the 30's.

I will now proceed to show the wage fluctuations in the Windsor employees of the Union Gas Company during the same ten year period referred to above.

In the year 1937 the average annual wages of the men then working for the Company in the Windsor area was \$1,390 of whom 38 are still in the employ of the Company and some have been pensioned.

The following table shows the average wages for each of the ten years and also repeats the figures for the earnings on 1,000 shares of Gas Company stock for the purpose of more ready comparison:—

Year	Average annual wage	Net earnings on 1,000 shares
1937	\$1,390	\$ 990
1938	1,390	1,310
1939	1,440	1,310
1940	1,490	1,600
1941	1,590	1,410
1942	1,710	1,220
1943	1,900	340
1944	1,900	390
1945	1,850	360
1946	1,810	590

The figures for annual wages for 1943 and 1944 show higher amounts than those of 1945 and 1946. These are accounted for by an increased number of overtime hours being worked in the former years necessitated by the pressure of war conditions.

There is expected to be much less overtime during the life of the proposed contract and in the calculation of the annual increase to be received by the present employees under the new schedule recommended by the Board overtime for hours worked other than on Sundays and holidays is excluded.

The prospective average annual wage of the presently employed wage earners covered by the contract on the basis of the schedule recommended by the Board including the cost of living bonus but excluding overtime

pay except for Sundays and holidays will amount to \$1,968, a figure substantially higher than the peak reached by the same workers in the war period. With that there will be also payable by the Company an allowance for additional cost of living in case there is a further rise in such costs.

These considerations also applicable to the London and Sarnia employees in an approximately equal degree lead to the same conclusion as that reached in regard to the Company's ability to pay; namely, that they do not justify an increase in wages above the amount recommended by this Board.

Windsor, June 10, 1947.

(Sgd. J. J. COUGHLIN,
Chairman.

Report of Conciliation Board in Dispute Between Vancouver Barge Transportation Co., Vancouver, B.C., and Local 501, International Longshoremen's & Warehousemen's Union (CIO-CCL)

On June 2, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: J. Edwin Eades, Vancouver, Chairman, appointed by the Minister of Labour on the recommendation of the other two members of the Board, Hugh Gordon and Wm. White, both of Vancouver, appointed on the nomination of the employer and employees respectively.

Report and Recommendation of Chairman of Board

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour for Canada,
Ottawa, Ontario.

Members of the Board:

William L. White.
Hugh W. Gordon.
J. Edwin Eades.

A preliminary meeting of the Board was held on the 25th day of March A.D. 1947, the members were sworn, Mr. J. E. Eades was selected as chairman. The Order of the Honourable the Minister of Labour for Canada, dated the 22nd day of February, 1947, appointing the Board was filed as Exhibit I. The Order of the Minister, dated March 12, 1947, appointing Mr. Hugh Gordon as a member on the recommendation of the Employer was filed as Exhibit II. The Order of the Minister, dated March 12, 1947, appointing Mr. William White on the recommendation of the Employees was filed as Exhibit III. The Order of the Minister, dated March 18, 1947, appointing Mr. J. E. Eades on the recommendation of the said two members was

filed as Exhibit IV. Procedure was agreed upon and time and place selected for the submissions of the parties.

Sittings were held at the Court House, Vancouver, B.C., at which the Union was represented by Mr. Emil G. Bjarnason and Mr. Ed. Wennerlow and the Company was represented by Wilfrid H. Heffernan, Esq.

The Union presented a brief and then called Angus Runcie, Harold Jure and Monte Wright to give evidence. The Company called Harry Leonard Coville, Charles Edward Wilson and William Raymond Dunwell. The witnesses were examined in chief, cross-examined and re-examined. Mr. Heffernan, on behalf of the Company, presented argument; Mr. Wennerlow on behalf of the Union, presented argument and Mr. Heffernan replied.

The sole question involved in these conciliation proceedings is that of wages. Section 13 of the Collective Bargaining Agreement between the Company and the Union, dated February 18, 1947 (Exhibit XI) is as follows:—

Section 13 WAGES:

The scale of wages payable by the Company to its employees shall be:

Straight time:

- (a) Hand truckers, 80 cents per hour.
- (b) Checkers, floor freight loaders, jitney and winch drivers, 82 cents per hour.
- (c) Barge loaders, 87 cents per hour.

Overtime:

- (d) Hand truckers, \$1.20 per hour.
- (e) Checkers, floor freight loaders, jitney and winch drivers, \$1.25 per hour.
- (f) Barge loaders, \$1.30½ per hour.

The Company, however, agrees to add a supplement to the above wages of any further increase reached through negotiations or arbitration.

The Union requested \$1 per hour on all categories while the Company based its refusal to pay any increase on the ground of inability to pay and the Company's position was that if and when it was able to pay an increase it would be glad so to do. The Union's demand is obviously made on a bargaining basis, that is, it is a preliminary demand made with the expectation of settlement at a lower figure because the evidence produced showed that the men did not want similarity of pay in the various categories and from the evidence given as to the work done payment of \$1 per hour across the Board would be a manifest injustice to certain of the employees.

A great deal of the evidence was directed to the question of whether or not the men employed in this industry were longshoremen and were therefore entitled to the going wages for longshoremen. It is not necessary to reach a decision on this point for two reasons. Firstly, because the Union did not claim that the longshore rates should be applied in this industry and, secondly, because both sides agreed that the wage rates for the work done is presently too low in comparison with going wages.

The Board met on two occasions and reviewed the evidence and the arguments submitted but was unable to reach a unanimous or majority conclusion. It became evident that there were three conflicting points of view which could not be reconciled and each member accordingly is submitting his own report and recommendation.

In the report of Mr. G. R. Currie, conciliation officer (Exhibit V) it is stated that

At a second meeting on February 6 the Company submitted a proposal to pay three cents per hour wage increase effective thirty days prior to the date of any freight increase which might be approved by the Wartime Prices and Trade Board. A copy of the offer is attached.

And Mr. Currie states further

At a joint conference held on February 12 Mr. Ed. Wennerlow, International Representative, International Longshoremen's and Warehousemen's Union, advised the Employer that the wage proposal was unacceptable. He stated that the minimum amount that might be acceptable would be a ten cent per hour general increase and this amount might be approved in the form of an immediate five cents per hour and five cents per hour when freight rates were increased.

The Company did receive a freight increase on April 2, 1946, of fifty cents per ton.

The Company produced financial statements and its auditor and the former Assistant Manager submitted to cross-examination with respect to same and with respect to the Company's operations. The Company operated at a loss in 1946 even when certain large repairs were carried forward. The projected loss for 1947 is considerably greater. Freight increases have been sought since 1940 but no increase was granted until March, 1946, when a surcharge of 6 per cent was allowed. In November, 1946, a 50-cent increase was granted but the surcharge taken off and the increase could be applied only on certain runs because it had not been allowed to competitive lines. The new increase can be applied to the major part of the Company's business. In the meantime the cost of repairs, supplies, provisions, fuel and wages has advanced greatly. It seems clear that a reasonable increase in freight rates is the only way whereby the Company can meet its proper obligations to its employees and to its shareholders.

I do not consider that the present wages are adequate for the work done nor do I consider that the Company's difficult financial position should be made so serious as to invite disaster. The three cents per hour suggested by the Company on February 6 is not adequate for these employees. The wages to the approximately thirty men involved in this dispute represent a very small part of the Company's expense. For example, wages on boats in the 1946 financial year represented almost \$50,000. On the basis of an eight-hour day and forty-four hours per week an increase of five cents per hour would mean about \$3,500 increase in the Company's operating expense. This figure will not materially add to the gravity of the Company's financial position but will be of some material assistance to the employees involved.

I would recommend that the Company pay to the employees involved in this dispute an increase of five cents per hour across the board for straight time and a corresponding increase for overtime and that such increase be retroactive to the 2nd day of April, 1947, when the freight rate increase was allowed.

All of which is respectfully submitted.

Dated at Vancouver, B.C., this 27th day of May, A.D. 1947.

(Sgd.) J. E. EADES,
Chairman.

Minority Report

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

As a member of the Board of Conciliation appointed by you in the above dispute, I have heard the evidence presented by both parties of the dispute and I am pleased to submit the reasons for my recommendation.

I was very impressed by the manner in which the evidence was presented by Mr. C. E. Wilson, Mr. W. R. Dunwell and Mr. H. M. Coville. I was equally impressed by the three witnesses of the Union who gave me the impression of being sincere and hard-working citizens who have a desire of remaining with the Company.

The Union endeavoured to establish the fact that the employees of the Company were longshoremen performing comparable work to the longshoremen of the Pacific Coast. Whereas, the Company classified the employees as Specialized Warehousemen. There was no conclusive evidence that the employees were performing the duties of longshoremen. In fact, it appears to me that the duties performed and the working conditions were such as to place these employees in a classification peculiar only to this Company.

It seems to me that the first consideration of an employee is the preservation of his status as an employed person, working conditions, security and the like being reasonably satisfactory. It was established by the Union's witnesses that the working conditions were reasonably satisfactory. In fact these same witnesses stated or intimated that they had not attempted to transfer their employ to the Shipping Federation of Longshoremen, which pays considerably higher wages, because they enjoyed the steady work, security of job, the pleasant working conditions and the happy management-employee relations of the Company. In addition, one of the above-mentioned witnesses stated that he was sure the Company would increase the wage rates when they were able to do so. It appears, when everything else is taken into consideration, that the present wage rates are not excessively low.

I feel that the prime consideration in this dispute is the Company's ability or inability to pay increased wage rates. The Company on several occasions expressed its sincere desire to increase the wage rates of its employees. It was conclusively proved by the Company, from its financial statements filed, that they were not in a position to

increase rates at the present time. The profits in 1943 and 1944 were practically nil. The loss in 1945 increased from \$410.95 to \$5,097.57 in 1946 and to \$12,481.49 for only the first quarter of 1947. There was never any question that the Company was operating in an inefficient manner. The recent losses were due to legitimate factors beyond the control of the Company. The Company and its Directors firmly believed that the present unprofitable conditions would not continue when the Company is able to put additional freight rate increases into effect.

This does not seem to be the time for the Union to press for wage demands which could quite conceivably force the Company into bankruptcy and put the employees out of work. In consideration of the desirable working conditions and the financial status of the Company, I cannot at this time recommend any wage rate increase. However, on February 6, 1947, the Company made this statement, and I quote from the Special Conciliation officer, G. R. Currie, Report of February 20, 1947:—

At a second meeting on February 6, the Company submitted a proposal to pay three (3) cents per hour wage increase, effective thirty days prior to the date of any freight increase which might be approved by the W.P.T.B.

The Company received a freight rate increase; however, they state they were able to put this into effect on only a portion of their operations. Although this increase may very well make this Company's existence even more precarious, I feel that the Company must fulfil their promises and put this wage increase into effect.

Accordingly, for the above reasons, I recommend that the Company forthwith put into effect a wage increase of three (3) cents per hour.

All of which is respectfully submitted.

Dated at Vancouver, B.C., this 26th day of May, 1947.

(Sgd.) HUGH W. GORDON,
Member.

Minority Report

Mr. J. EDWIN EADES,
Chairman,
Conciliation Board.

In reviewing the evidence presented in this case, it should be pointed out that in the bargaining agreement, dated February 18, 1947, covering all points except wages, it was agreed that the question of wages should be dealt with by the board. The Company further agreed to be bound by any decision reached through negotiations or arbitration.

At the first meeting of the board, the Company, represented by Mr. Heffernan, stated that the Company did not deny, but agreed that an increase in the employees' rate of pay was necessary, but stated that the Company was not in a financial position to make an increase. Therefore, the question to be decided by the board was one of determining the Company's financial position, and to determine the amount that the Company should increase the rate of pay, if they found that the Company was in a position to do so.

In view of the fact that the Company agreed that an increase was due the employees, it is only necessary to deal with the Union submission briefly.

It was established that the longshoremen's rate of pay for similar work was \$1.25 per hour, while employees of the Great Northern Railway Company, doing almost identical work, was \$1.19 per hour, and employees of the Shipping Federation, Coastwise Section, was \$1.17 per hour, plus 3 cents per hour in lieu of holiday pay.

Therefore, the Union submission was for a flat rate of \$1 per hour for barge men, pilers, checkers, floor freight loaders, jitney and winch drivers, truckers, and all other categories.

Considerable argument was advanced to prove that the work done by the employees, if not the same as longshoremen, was at least very similar.

Statistics were also quoted to prove that in view of the sharp increase in the cost of living, the rate requested by the employees was a fair and reasonable one.

In dealing with the Company submission, the Company had prior to conciliation, agreed to open their books to the board, in order to prove their contention that they were unable to make the necessary increases. This position was reiterated by Mr. Heffernan on behalf of the Company at our first meeting. However, at the next meeting the Company refused to open their books as they had formerly agreed to do, but instead stated they would give the board a financial statement of their operations for 1946, and the first three months of 1947, drawn up by a chartered accountant. The majority of the board felt that the books should be available, if required, but in view of the company's refusal, agreed to treat the financial statement in its merit.

Accordingly what purported to be the financial statement of the Company was submitted showing a loss on operations for the year of \$267.83, and a decrease in the shareholders' equity of \$8,726.26, for 1946. In

their statement for the first three months of 1947, however, their total loss was stated to be \$12,394.49.

The Company claimed that all costs incurred in the first three months of 1947 were apportioned out over the twelve-month period for 1947. This statement was found to be incorrect as one example of licences showed the total licence cost for 1946 was \$305, while for the three-month period in 1947 was \$230, which would bring the licences for 1947 up to \$920. The Company admitted that their licence cost for 1947 would be the same as 1946. Also their figure of \$4,525 for compensation costs for 1946 was questioned and it was subsequently found that the above figure gave the Company a credit of approximately \$500 with the compensation board.

The repair bill on the Company tug boats was closely questioned, and the Company admitted that during the war a minimum of repairs were made; consequently in 1946 major overhauls were necessary, which does not give a true picture of operating expenses; also their estimated costs of repairs in 1947, in addition to \$25,704.23 in 1946, were \$39,034.64, a figure I contend that is not reasonable inasmuch as it represents over 21 per cent of the Company's total assets of \$182,000. The Company's estimated cost of operation of three vessels for 1947 is \$85,130.88, as compared to \$52,835.67 for four vessels in 1946; all estimated figures for 1947 show a high percentage increase over 1946, and accordingly show a loss on operations for 1947. This, I submit, is not a true and accurate picture of the Company's operations.

The Company contention that an increase in freight rates is necessary before a wage increase is granted, I find is not valid, as they were granted one increase in the latter part of 1946, and an additional increase on April 1, 1947, both for 50 cents per ton. The last increase granted has not been put into effect, in all phases of their operations; this is attributed to competition. Therefore, I cannot see how additional increases will help in the matter of wages.

Therefore, I am of the opinion the Company has not proved their contention that they are not able to meet any wage increase, an opinion that was concurred in by the National War Labour Board in 1946, when the Company advanced the same argument, that they were not in a financial position to grant wage increases; the Board found that they had not established their case and increases were granted.

In view of the fact that the Company agreed to grant a three cents per hour increase thirty days prior to an increase in

freight rates, and that the freight rate increase was granted on April 1, 1947, and further that the Union had agreed to give favourable consideration to a ten cents per hour increase, five cents per hour immediately, and an additional five cents per hour when a freight increase was granted.

I find that in view of the evidence submitted, that the request of the Union is a fair and reasonable offer and I so recommend.

Respectfully submitted.

(Sgd.) W. L. WHITE,
Member.

Appointment of Industrial Disputes Inquiry Commissions under Wartime Labour Relations Regulations

WHEN the Wartime Wages Control Order, 1943, as amended by Order in Council P.C. 4904 of November, 1946, was revoked on March 31, 1947, by Order in Council P.C. 1166 there were certain cases pending which, if not disposed of, might create an industrial dispute. The cases all involved appeals from decisions of Regional War Labour Boards. Since the National War Labour Board no longer had jurisdiction to hear the said appeals, the Minister of Labour on April 3, 1947, appointed Mr. C. A. L. Murchison, of Ottawa, who was formerly chairman of the National War Labour Board, as an Industrial Disputes Inquiry Commission to confer with the parties and to report to the Minister. The Commissioner's findings and recommendations have now been released to the parties and brief summaries thereof are reported below. Formal reports by the Commissioner proved unnecessary in four of the appeal cases which were under development as of March 31, because of withdrawal, the signing of a collective agreement or other reason.

* * *

The Thetford Foundry, Ltd., Thetford Mines, P.Q.

On August 20, 1946, the Catholic Syndicate of Foundry Employees of Thetford Mines, Inc., applied to the Regional War Labour Board of Quebec for an order directing the Company to increase wage rates generally by 8 cents an hour and, in some cases, by 10 cents an hour.

Apparently some time elapsed before the Company filed its counter-submission to the application, and it was not until January 16, 1947, that the Regional Board issued its Finding and Direction. This called for an increase in wage rates of 8 cents an hour with effect from March 15, 1946, which was apparently the renewal date of the collective agreement between the parties.

The Company appealed the Regional Board's decision as to the effective date of the wage increase, claiming that it was

financially unable to pay the increased rates for the retroactive period and that this financial condition continued until March 3, 1947, when the Company received permission to increase prices on its goods and services.

The Commissioner reported that in his view the Regional Board was fully justified in directing the increases in wage rates, and that he would confirm its decision in its entirety were it not for the financial position of the Company. After careful consideration of the factors involved, and not forgetting that the Company was responsible in large measure for much of the delay experienced in the case, he recommended that the wage increases be made effective from January 16, 1947, the date of the Regional Board's decision.

Children's Shoe Manufacturing Co., Ltd., Quebec, P.Q.

The Union Protectrice des travailleurs en Chaussures de Quebec applied to the Regional War Labour Board for Quebec for an order directing the Children's Shoe Manufacturing Co., Ltd., to increase piece-work rates for approximately 34 operations in the Company's plant in Quebec City. The Regional Board referred the applications to the Quebec Shoe Industry Inquiry and Investigation Commission, and in due course adopted the Commission's report as the basis for its decisions which were made effective December 3, 1945 and January 15, 1946, the dates of the Union's applications. An appeal by the Company took exception to the piece-work rates for edge trimmers and assemblers, as well as to the effective dates of the Regional Board's orders. After hearing oral submissions, the Commissioner found that there was no actual dispute on the piece-work rates for edge trimmers. There was, however, a dispute over the rate for assemblers and, in all the circumstances, the Commissioner stated that the piece-work rate offered by the Company was fair and reasonable, and that the rate directed by the Regional Board should be set aside.

With regard to the effective date of the Regional Board's decisions, the Commissioner pointed out that it had been the practice of the National War Labour Board not to interfere with the discretion exercised by Regional Boards unless it was clearly indicated that the Board erred in its appreciation of the facts or of the law, or both. In this case, the report of the Quebec Shoe Industry Inquiry and Investigation Commission was dated August 12, 1946. Further, it was pointed out that the Provincial Decree providing for increases in minimum hourly rates in the shoe industry was published on August 3, 1946. After careful consideration of all the facts and circumstances, the Commissioner came to the conclusion that the Regional Board erred in fixing the effective dates of its decisions. On the other hand, the Company knew by June 1, 1946, of the increases which were to be made in the minimum hourly rates, and indeed adjusted its piece-work rates from that date. The Commissioner reported that in his opinion it would be reasonable to adopt June 1, 1946, as the date upon which the Company should be required to adjust the piece-work rates for its several operations as directed.

Weldrest Hosiery Co., Ltd., Farnham, P.Q.

Upon the application of the Federation nationale des Employes du Bas faconne et circulaire, the Regional War Labour Board for Quebec on January 16, 1947, directed the Weldrest Hosiery Co., Ltd., to increase piece-work rates for certain occupational classifications in the Company's hosiery mills at Farnham, P.Q. The Company appealed to the National War Labour Board from that direction. The report of the Commissioner, Mr. C. A. L. Murchison, was made following a hearing of arguments by the parties in Montreal, conducted on April 23. While opposing the Union's application, the Company submitted a revised piece-work rate schedule which represented a substantial increase over the previously existing rates. The Regional Board had directed one of its officers to investigate and report upon the rates generally prevailing in the hosiery industry in the Province of Quebec. The decision of the Board was based upon its investigator's report. The Company contended that the Regional Board's decision ordered rates to be established for occupational classifications which were not found in the Company's plant; and on the other hand, it omitted to provide rates for occupational classifications which did exist in the plant. Further it was argued that the rates directed by the Board for certain classifications would

provide earnings considerably above what was thought to be just and reasonable, and would also disturb differentials in earnings which had previously been established for the several classifications in the plant. The Union contended that the Regional Board's decision should not be disturbed as it was based upon an investigation of rates in the industry in the province, and that the rates fixed by the Board were still much lower than those prevailing generally.

The Commissioner pointed out that operations differed in the several plants covered by the investigation. The speeds of several machines and methods of production varied according to plants. Differences also existed in production costs of hosiery made from nylon as compared with those of hosiery made from rayon. In view of such factors, the Commissioner dealt separately with each operation, and by this means was able to obtain agreement between the parties upon the piece-work rates for 14 classifications. With regard to the rates for five classifications remaining in dispute, the Commissioner confirmed the Regional Board's decision in respect to two classifications; approved the new rate offered by the Company for two other operations; and recommended a compromise rate for the fifth.

Bennett Limited and Associated Companies and Lynn Innersole and Chambly Industries, Ltd., Chambly Canton and Chambly Basin, P.Q.

The Industrial Disputes Inquiry Commissioner, Mr. C. A. L. Murchison, reported that Local 313, United Rubber, Cork, Linoleum and Plastic Workers of America (CIO) had been certified in May, 1946, as the bargaining agency for all the employees of the above Companies, except office staff and foremen. Later the Union made overtures to the Companies for the opening of negotiations and presented them with a draft collective agreement. The draft agreement dealt with matters over which War Labour Boards had no jurisdiction, but it also expressly provided for changes in wage rates. The Companies did not agree to the terms of the proposed agreement.

The Union then made an application to the Regional War Labour Board for Quebec for an order directing the Companies to increase wages by 20 cents an hour. The Regional War Labour Board referred the issues in dispute to a Board of Arbitration. The Commissioner suggested that in making such a reference, the Regional Board embarked on a procedure quite foreign to what was considered to be its normal function.

After receiving the report of the Board of Arbitration, the Regional Board ordered the Companies to increase wage rates of all their employees by 10 cents per hour, such increase to be effective from July 23, 1946, for employees of Bennett Limited and Associated Companies, and August 10, 1946, for employees of Lynn Innersole & Chambly Industries, Ltd. The Companies appealed the decisions to the National War Labour Board.

It was pointed out incidentally by Commissioner Murchison that the employees in question were on strike at the time he made his report. In this connection, it appeared that issues other than those involved in the wage appeal had played an important part in causing work stoppage.

Pointing out that the majority of the operations performed in the plants in question were paid for under a system of piece-work rates, the Commissioner stated that it was difficult, if not impossible, to implement an order to increase wages by the given number of cents per hour because it imposed on the employer the task of setting up two methods of remuneration. The Commissioner recommended that the decision of the Regional Board be not recognized. He also stated that it seemed clear that the Companies' profit and loss position was such as to have warned the Regional Board against making such a direction. The products manufactured by the Companies were no longer subject to Wartime Prices and Trades Regulations, and the Commissioner stated that it might be that the Companies could increase the prices of their goods, but that without such increases they could not afford to pay the increased labour costs. Whether they could remain in sound competitive positions with higher costs was a matter for the Companies to determine.

In conclusion, the Commissioner urged that the parties adopt a more co-operative attitude one to the other. He stated that they should proceed forthwith to negotiate in good faith

and that if it were impossible for them to conclude a satisfactory collective bargaining agreement without the aid of conciliators, they should make use of the conciliation service of the Province of Quebec, since jurisdiction over such matters had been restored to the province.

Industrial Glass Works Co., Ltd., Montreal, P.Q.

On December 2, 1946, the Regional War Labour Board for Quebec directed the Industrial Glass Works Co., Ltd., to increase the wage rates of hourly-rated employees in the bargaining unit represented by the Glass Blowers' Association of the United States and Canada. The Company applied for leave to appeal which was refused by the Regional Board, but was subsequently granted by the National War Labour Board. A hearing took place before the National Board on March 25, 1947. The Commissioner, Mr. C. A. L. Murchison, reported that during the hearing counsel for the Company argued with much force that many of the occupational classifications mentioned in the Finding and Direction of the Regional Board did not, in fact, exist in the Company's plant. The Company also contended that the rates directed by the Regional Board exceeded those which might be considered just and reasonable.

The National Board requested the parties to enter into negotiations with a view to reaching agreement on the list of occupational classifications and the wage rates therefor. The parties accepted the suggestion and reached agreement upon a proper list of occupational classifications. They also agreed upon the wage rates for most of the classifications. The report of the Commissioner made recommendations concerning the wage rates or ranges of rates which should be paid in respect of 16 classifications upon which the parties failed to agree.

Conciliation Work of the Industrial Relations Branch during June, 1947, under the Conciliation and Labour Act

OFFICERS of the Industrial Relations Branch dealt with 11 industrial disputes during the month of June, involving 15,030 workpeople employed in 38 separate establishments. Of these, 6 were new disputes which originated during the month and 5 were situations which had been untermiated as of May 31, and received further attention in June. These disputes were dealt with under the provisions of the Conciliation and Labour

Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the officer resident in Vancouver comprises British

Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North-western Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries:

Mining and Smelting, etc.

Coal Mining 2

Manufacturing

Animal Foods 1

Vegetable Foods 1

Fur, leather and other animal products. 1

Construction

Buildings and Structures..... 1

Transportation and Public Utilities

Steam Railway 1

Water 4

Nature of Dispute or Situation:

Strike or lockout..... 2

Controversy 2

Arbitration 7

Predominant Cause or Object:

Increased wages and other changes.... 3

Other causes affecting wages and working conditions 1

Employment of union members only.. 1

Other union questions..... 1

Employment of particular persons.... 1

Unclassified 4

Disposition:

Decision rendered in arbitration..... 1

Collective agreement signed after mediation 1

Dispute lapsed or called off; no further action required 1

Disposition pending 8

Method of Settlement:

Direct negotiations 2

Arbitration 1

Settlement pending 8

A report of one case of general interest is given below:—

Coal Miners, Province of Alberta.—In the latter part of May representatives of District 18, United Mine Workers of America, and the

Western Canada Bituminous Coal Operators' Association made a joint request to the Minister of Labour for the appointment of an Independent Chairman of a Committee of Arbitration. The purpose of the Committee was to deal with disputes involving the interpretation of the collective agreement between the parties as to the holidays with pay due to three employees of three mines. The Minister appointed the Hon. Mr. Justice G. B. O'Connor, of Calgary, as Independent Chairman. The decision of the Arbitration Committee as rendered by the Chairman was as follows:

Pursuant to subparagraph (c), page 6, of the printed agreement (effective from October 1 1946, to March 31, 1948, hereinafter called the current agreement) between District No. 18, United Mine Workers of America and Western Canada Bituminous Coal Association, I was appointed by the Minister of Labour for Canada, Independent Chairman of three joint committees to settle disputes between E. North and West Canadian Collieries Limited (Greenhill Mine), between Charles Gillies and Hillcrest-Mohawk Collieries Limited and between Gus Mattson and West Canadian Collieries (Bellevue Mine), as to what holiday credits each of the said miners has earned during the period from October 1, 1946, to March 31, 1947.

The committee met at Calgary on June 7, 1947.

The Union contended:

At the Greenhill Mine of the West Canadian Collieries Limited, Mr. E. North, miner employed by that Company, for the period October 1, 1946, to March 31, 1947, worked 105 days. The mine was idle on account of mine disability or lack of orders for a period of 16 days. In the month of October, 1946, he lost 3 days through sickness, which was properly certified by his attending physician, making a total of 124 days or an average of 20 days per month for the six months' period.

At the Hillcrest-Mohawk Collieries Limited mine at Bellevue, Mr. Charles Gillies worked 114 days in the period October 1 to March 31. He was idle on account of mine disability or lack of orders 10 days, making a total of 124 days.

At the Bellevue mine of the West Canadian Collieries Limited, Mr. Gus Mattson worked 103 days in the period October 1 to March 31. The mine was idle 19 days on account of mine disability or lack of orders, and he was idle 2 days in that period on account of sickness, which was properly certified by his attending physician, making a total of 124 days.

In these three cases referred to, it is the contention of the Union that the men are entitled to 6 days' holidays with pay as the employees mentioned herein averaged more than 20 shifts per month for the six months' period under view.

The Association contended:

Dealing now with the cases involved, we have set out the necessary data in each case separately. Only the period from October 1, 1946, to March 31, 1947, is involved in the dispute, though we have provided data for each half-year.

(Here was given the attendance record of each of the three employees in question.)

HISTORY

The O'Connor award of October 14, 1943, which affected a settlement of the Coal Mine strike, 1943, provided:

Two weeks' holiday with pay at the basic daily wage rate to be granted to such employees who between April 1 and September 30 in any year have continued in the employment of any one employer for at least twelve consecutive months, and provided that such employee has not been absent from his employment for more than ninety days (including Sundays, holidays and vacation) during such twelve month period, except through causes beyond his control.

Appreciating the difficulties of establishing a working procedure with respect to this matter the Union and the Association on May 31, 1944, entered into an agreement containing the following provisions:

1. (a) That holidays with pay would be granted on the basis of one day for twenty-three days worked in any calendar month except February, and for February would be allowed one day for twenty-two days worked, for all such employees who have been in the employ of the company for 12 consecutive months.

Then followed subparagraphs (b) (c) (d) and paragraph 2, which now are repeated word for word in the current agreement, the material parts of which will be quoted hereafter as parts of sections 1, 2 and 3, pages 21, 22, 23 and 24 of the printed agreement.

Order No. 3 of the Board of Industrial Relations of the Province of Alberta, section 2, subsection (a) is:

One year's employment shall mean employment of not less than 275 days of actual work in a year.

Before considering what each party claims took place during the negotiations leading to the current agreement, it should be noted—

1. Each party is, in my opinion, wholly in good faith in stating what he thinks occurred.
2. I reserve for later consideration the legal effect of what is so claimed.

As to these negotiations the Association says:

It will be appreciated from the foregoing statements that adjustments in our Holidays with Pay provisions were impelled, and that in the negotiations for our present Agreement the United Mine Workers proposed, in their memo of August 15, 1946:

Revision of holidays with pay agreement to conform with the 40-hour week. That the total number of credited days in the calendar year be divided by 19 to ascertain the number of holidays due to an employee. Maximum holidays to be 12 days per year; and further that the clause dealing with sickness and compensation be eliminated.

to which we replied in our memo of August 17, 1946:

We appreciate that if a mutually satisfactory agreement is reached on No. 3 above, revision of the Holidays with Pay agreement will be necessary. *In view of the reduced working time, holidays should only be granted to employees who have consistently attended to their work on all available working days.*

The principle embodied in the Union's proposal was impossible of acceptance, and it was so stated. It would have eliminated all incentive for employees to attend regularly at work, it would have condoned absenteeism, and would have resulted only in the setting up of a deferred amount per day additional to the wages paid, this same amount to be paid all employees for idle days, sickness and accident, and this without regard to the individual employee's behaviour in attendance at work when work was available. This same principle is now being put forward in the present dispute, the only difference being that 20 days instead of 19 is being introduced as the divisor.

The first sentence of Section 1 (a) was worked out as an equitable provision, and the remainder of the Agreement was amended only in so far as its provisions may have conflicted with the new provisions.

In later discussions, the representatives of the United Mine Workers pointed out that

a literal interpretation of this clause could work to the disadvantage in some cases of men who actually did attend to their work faithfully, and that they might actually work as many or more days than the mine worked and still not qualify for holidays. We expressed appreciation that this could be so in some few cases, particularly with respect to repair and maintenance men, and for such men as may be employed in steady occupations, and we proposed to take care of that situation by agreeing that any employee who actually worked 240 days in the year, or an average of 20 days per month, would be granted 12 days' holidays with pay, without any question as to the working days he may have lost.

It should here be pointed out that we were offering a premium for attendance at work, in that while the normal working week is five days, we were offering twelve days' pay to men who would earn it by working.

To further prove that "working shifts" was intended and understood by all to mean "working shifts", we will introduce witnesses (Mr. Wm. Wilson and Mr. V. A. Cooney) who took notes during the negotiations, and will be examined as to these and their intent.

Mr. Cooney produced a draft proposal for an agreement in which he had inserted in pencil during the negotiations before the word "day" the word "working" and in which he has changed the words "twenty days" to "twenty working shifts".

Mr. Livett, the President and Mr. Stokaluk, the Vice-President of the Union, strenuously deny that they agreed that in order to get one holiday credit a month a miner must actually work an average of 20 days. They point out that under the provisions of Section 2, subsections (a) (b) and (h), and Section 3 (a), pages 22 and 23, employees are "to be considered as not being absent" or "credited with this as a day worked" or their time "counted as time worked" and "will be considered as working time", that is, time lost due to causes beyond the control of the employees is included.

Mr. Livett says that he went from one mining camp to another telling the miners that time lost through causes beyond the control of the employee counted in order to average 20 days a month for holiday credit.

The relevant portions of the current agreement are as follows:

1. (a) That one day's holiday credit will be granted to any employee who has lost not more than one working day during the month. However, if any employee averages twenty (20) working shifts per month

during the year he will be entitled to twelve (12) days' holiday with pay.

A maximum of twelve (12) days' pay may be earned but holidays taken must be taken within a period of two weeks.

2. With respect to causes beyond the control of the employee, the following shall apply:

(a) Where an employee is engaged in examination of the mine under Section 147 of the Alberta Mines Act, or Rule 37, Part XI of Coal Mines Regulation Act of British Columbia, he could be considered as not being absent from his employment.

(b) When an employee, being an officer of the Local Union or member of a Pit Committee under the Agreement, is, by arrangement with the management, absent from his regular employment for the purpose of discussing with the management, or with a Joint Committee constituted under the provisions of the Agreement, disputes arising under the Agreement, he shall be considered as not being absent from his employment.

(c) If a mine is idle on account of mine disability or lack of orders, employees shall be credited with this as a day worked providing they have not refused to perform work allotted to them. It should be here noted that this is also invariably not within the control of the employer and he is being penalized for a matter not within his control.

(d) Where employees work a short shift because of mine disability they will be counted as having worked a full day for holiday qualification purposes.

3. *Limitation regarding sickness and compensation.*

(a) In cases of legitimate illness certified by a doctor's certificate, a loss of not more than three days in any one calendar month would be considered as working time, and in compensation cases, a loss of not more than six days in any one month would be so considered.

(b) In the case of a man being off sick or on compensation for a lengthy period, as well as in cases where men are laid off work and subsequently rehired, this shall not be considered as having terminated his employment in calculating the twelve consecutive months of employment.

DECISION

I come to the conclusion that there is no patent (that is, no manifest) ambiguity in the relevant provisions of the agreement. It follows that parole evidence as to the negotiations leading up to the agreement is not admissible to interpret it.

Mr. Stubbs concedes that the words "That one day's holiday credit will be granted to any employee who has lost not more than one working day during the month", mean "lost except through the causes beyond his control set out in sections 2 and 3".

But he says the words "If any employee averages twenty working shifts per month", mean "actually works an average of twenty shifts per month" because he says this was a further concession to the Union and if the Union's interpretation is accepted it makes the preceding provision redundant. He vigorously protests against the employee's right to transfer days "counted as time worked" from one month to another by

including them to make up the 20 days average. I can well believe that he understood the provision to mean "actually works" but the difficulty with this interpretation is that the words are "averages twenty working shifts per month" and I can see no reason why the "days counted as time worked" do not apply to "averages twenty working shifts" since they admittedly apply to "any employee who has lost not more than one working day a month". In other words, time "counted as time worked" is working shifts as much as working days. Redundancy is apt to occur in agreements such as this which are built from year to year on former agreements with modifications.

In the result, my decision is that E. North, Charles Gillies and Gus Mattson are each entitled to six days' holiday credit for the period October 1, 1946, to March 31, 1947. If half the members of the committee agree with me this will then be the decision of the committee.

Wages, Hours and Working Conditions in the Pulp and Paper and Brewery Products Industries, 1946

THE information presented here, on the Pulp and Paper Products Industry and the Brewery Products Industry, was obtained in the general annual survey, 1946, of "Wage Rates and Hours of Labour in Canada."¹ The tables on wage rates contain comparative figures for 1945 which were obtained in the survey of that year.

Employers in these industries were asked to report, for the last pay period preceding October 1, their straight-time wage or salary rates or the average straight-time earnings for workers on piece work. Information was also obtained on certain other conditions of work² such as hours, overtime, vacations with pay, sick leave, Sunday work, and the numbers of workers under collective agreement in each

establishment. The total number of workers in each establishment, including both plant and office staffs, was also obtained.

In the tables on wage rates the averages shown are for selected representative occupations in each industry. They do not include the value of any allowances to employees such as free transportation, group insurance, sick benefits or other welfare plans. The predominant ranges of rates include approximately the middle 80 per cent of the workers in each occupation. The purpose of this is to exclude extremely high and extremely low rates and at the same time to show the ranges between which are included the great majority of the workers. The averages, however, include all the workers in the occupation.

The Pulp and Paper Industry

In 1946 the index of wage rates for the Pulp and Paper Industry was 48.7 per cent higher than in 1939 and 16.8 per cent higher than in 1945. The following index numbers for this group on the base of rates in 1939 as 100 give evidence of the steady rise in wages since the last year prior to the war:

<i>Year</i>	<i>Index</i>
1939	100.0
1940	104.6
1941	109.5
1942	115.1
1943	120.3
1944	125.7
1945	127.3
1946	148.7

As shown in Table I, returns from 88 establishments were included in compiling the data in the accompanying tables. In these establishments more than 40,000 workers were employed, plant and office, of whom less than 5 per cent were female. Eighty per cent of the workers were employed in Ontario and Quebec.

Slightly over one-half of the establishments employed fewer than 400 workers in each case, but these accounted for only 19 per cent of the total employment. The seven largest plants employing more than 1,000 workers in each include about one-fifth of the total number of workers covered in the survey. According to the latest available Dominion Bureau of Statistics Census of Industry report on the Pulp and Paper Industry, which is for 1945, the number of workers was about 40,000 in 109 establishments. Employment had increased substantially however during 1946.

More than 35,000 or 87 per cent of the total employees in the 88 establishments from which returns were analysed are covered by collective agreements. These are in effect in 73 establishments, thirty-four of which are in Quebec and 31 in Ontario. In these two provinces together are found four-fifths of the employees under agreement in the industry.

Table II shows wage rates for representative occupations in the industry in 1945 and 1946 in each of the four main divisions: Pulp, Newsprint, Paper Other than Newsprint, and Maintenance. In the other tables the information is by region for the industry as a whole.

The standard or normal 8-hour day and the 48-hour week were almost universal in the industry except in British Columbia where the plants which reported were on an 8-hour day and a 44-hour week. About 10 per cent of the workers in the industry were employed in those plants which reported the 44-hour week

¹ Comparable information on wages and hours in the Construction and Steam Railways industries for 1946 was published on page 890 of last month's *LABOUR GAZETTE*.

² Information on provincial legislation pertaining to annual vacations with pay, maximum hours of work and minimum wages is contained in an annual publication, *Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages, and Workmen's Compensation*, by the Legislation Branch of the Department of Labour.

and about 88 per cent were employed in plants from which the 48-hour week was reported. In establishments in which the 8-hour day, 48-hour week obtains for the majority of workers, cases are sometimes found where one or more departments work a 9- or 10-hour day and a 54- or 60-hour week. A few small establishments report operations on the basis of a 60- or even 72-hour week, but these are exceptional cases. Standard or normal hours per week in the Pulp and Paper Industry weighted by the number of workers in each establishment averaged 47·7; the average was 48·0 in all provinces except Quebec and British Columbia with 48·2 and 44·0, respectively.

Many establishments report Sunday work, although it should be noted that some are reporting Sunday work for maintenance crews only. In general, the Pulp and Paper mills with collective agreements have clauses in their agreements stipulating that the regular operation will be six days per week with 24 hours shut-down on Sunday, excepting those departments required to operate the full seven days per week. Although the usual practice is to have a 24-hour shut-down on Sunday, production workers reported by some establishments on Sunday shift are engaged in departments requiring continuous operation.

Time and one-half for overtime was the predominant rate, more than two-thirds of the establishments having reported this provision for overtime work after standard daily hours; while for Sundays and holidays the proportion was considerably greater. Of the 88 establishments reporting, 83 showed this rate for overtime on Sunday and 79 for overtime on holidays.

As shown in Table III, about one in every six plants did not pay more than straight-time

rates for overtime after regular daily hours. No double-time rate was reported.

Vacations with pay are provided by nearly all establishments in the industry for most classes of employees. The initial period reported was one week after one year of service in 80 plants and in a few cases two weeks after one year of service. A few plants mostly in Quebec provided for paid vacations, usually about one-half day per month for less than one year of service. The maximum vacation did not exceed one week in about one-sixth of the plants regardless of the length of service, but in the remaining 72 plants, the maximum vacation was two weeks. The service requirement in these varied; one year in 3 plants; five years in 67; and in two others seven and ten years.

All but four of the establishments reported shift work. Eighty-three of the 88 which submitted returns reported three 8-hour shifts per day. In many of these, however, certain departments worked only two shifts per day. Very few indicated paying wage differentials for second and third shifts, possibly due to the fact that most of the work is rotative.

Of the 88 establishments analysed, 34 report some provision for sick leave with pay. Of these, 15 are in Quebec, 16 in Ontario and one in each of the provinces of Nova Scotia, Manitoba and British Columbia. Policy in some establishments permits sick leave with pay for a definite period after a stated length of service and in others there is no definite policy but the merits of each individual case are considered and length of sick leave with pay is at the discretion of management. Further, many establishments have sick benefit funds while others grant sick leave with pay to office or salaried employees only.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE PULP AND PAPER INDUSTRY BY REGION, 1946

	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Manitoba	British Columbia
Total Establishments.....	88	10	39	32	1	6
Employees: Male.....	39,198	4,053	18,834	12,290	342	3,679
Female.....	1,833	58	874	728	21	152
Total.....	41,031	4,111	19,708	13,018	363	3,831

TABLE II.—WAGE RATES IN THE PULP AND PAPER INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average wage rate per hour	Average wage rate per hour	Range of rates per hour
	\$	\$	\$
PULP			
<i>Wood Handlers</i>			
Canada.....	.59	.72	.....
Nova Scotia and New Brunswick.....	.57	.69	.61— .72
Quebec.....	.57	.70	.67— .71
Ontario.....	.62	.75	.69— .77
Manitoba and British Columbia.....	.69	.82	.76— .86
<i>Grindermen</i>			
Canada.....	.66	.80	.....
Nova Scotia and New Brunswick.....	.64	.70	.50— .79
Quebec.....	.62	.75	.53— .79
Ontario.....	.68	.82	.80— .85
Manitoba and British Columbia.....	.76	.91	.90— .92
<i>Chippermen</i>			
Canada.....	.63	.75	.....
Nova Scotia and New Brunswick.....	.60	.72	.71— .74
Quebec.....	.60	.72	.70— .76
Ontario.....	.65	.78	.72— .83
Manitoba and British Columbia.....	.68	.82	.77— .84
<i>Acid Makers</i>			
Canada.....	.87	1.00	.....
Nova Scotia and New Brunswick.....	.85	.98	.74—1.08
Quebec.....	.86	.98	.85—1.12
Ontario.....	.88	1.01	.91—1.10
British Columbia.....	.92	1.07	1.06—1.13
<i>Digester Cooks</i>			
Canada.....	1.00	1.12	.....
Nova Scotia and New Brunswick.....	.96	1.09	.92—1.21
Quebec.....	1.01	1.11	.97—1.21
Ontario.....	1.00	1.12	.98—1.25
Manitoba and British Columbia.....	1.04	1.16	.99—1.28
<i>Blow-Pit Men</i>			
Canada.....	.64	.77	.....
Nova Scotia and New Brunswick.....	.62	.75	.70— .77
Quebec.....	.62	.75	.71— .80
Ontario.....	.65	.77	.73— .82
Manitoba and British Columbia.....	.68	.84	.83— .84
<i>Screenmen</i>			
Canada.....	.66	.79	.....
Nova Scotia and New Brunswick.....	.62	.75	.72— .77
Quebec.....	.63	.76	.72— .83
Ontario.....	.67	.80	.76— .85
Manitoba and British Columbia.....	.72	.90	.76— .97
<i>Wet Machine Men</i>			
Canada.....	.58	.66	.....
Nova Scotia and New Brunswick.....	.54	.55	.42— .70
Quebec.....	.56	.64	.51— .73
Ontario.....	.64	.74	.67— .82
British Columbia.....	.71	.86	.84— .87

TABLE II.—WAGE RATES IN THE PULP AND PAPER INDUSTRY, 1945 AND 1946—*Continued*

Occupation and Locality	1945	1946	
	Average wage rate per hour	Average wage rate per hour	Range of rates per hour
NEWSPRINT	\$	\$	\$
<i>Beatermen</i>			
Canada.....	.63	.75	.....
Quebec.....	.59	.72	.68— .74
Ontario.....	.68	.81	.78— .85
British Columbia.....	.70	.84	.82— .95
<i>Machine Tenders</i>			
Canada.....	1.65	1.79	.....
Nova Scotia and New Brunswick.....	1.85	2.01	1.97—2.04
Quebec.....	1.63	1.79	1.57—2.10
Ontario.....	1.63	1.74	1.52—2.03
Manitoba and British Columbia.....	1.75	1.93	1.86—1.98
<i>Backtenders</i>			
Canada.....	1.48	1.61	.....
Nova Scotia and New Brunswick.....	1.68	1.83	1.79—1.87
Quebec.....	1.45	1.61	1.40—1.92
Ontario.....	1.45	1.56	1.34—1.85
Manitoba and British Columbia.....	1.57	1.74	1.67—1.79
<i>Third Hands</i>			
Canada.....	1.15	1.29	.....
Nova Scotia and New Brunswick.....	1.29	1.43	1.39—1.46
Quebec.....	1.14	1.29	1.15—1.50
Ontario.....	1.14	1.26	1.12—1.41
Manitoba and British Columbia.....	1.19	1.36	1.32—1.39
<i>Fourth Hands</i>			
Canada.....	.83	.96	.....
Nova Scotia and New Brunswick.....	.87	1.00	.99—1.01
Quebec.....	.81	.94	.86—1.02
Ontario.....	.82	.95	.91—1.03
Manitoba and British Columbia.....	.88	1.05	.92—1.12
<i>Fifth Hands</i>			
Canada.....	.76	.90	.....
Nova Scotia and New Brunswick.....	.79	.92	.90— .90
Quebec.....	.76	.89	.82— .96
Ontario.....	.76	.89	.84— .92
Manitoba and British Columbia.....	.77	.94	.87— .99
<i>Machine Oilers</i>			
Canada.....	.73	.86	.....
Nova Scotia and New Brunswick.....	.69	.82	.82
Quebec.....	.71	.85	.80— .95
Ontario.....	.76	.89	.83— .95
Manitoba and British Columbia.....	.76	.89	.87— .91
<i>Roll Finishers</i>			
Canada.....	.64	.77	.....
Nova Scotia and New Brunswick.....	.62	.75	.75
Quebec.....	.64	.77	.74— .82
Ontario.....	.65	.79	.76— .82
Manitoba and British Columbia.....	.64	.83	.76— .90

TABLE II.—WAGE RATES IN THE PULP AND PAPER INDUSTRY, 1945 AND 1946—*Continued*

Occupation and Locality	1945	1946	
	Average wage rate per hour	Average wage rate per hour	Range of rates per hour
	\$	\$	\$
PAPER OTHER THAN NEWSPRINT			
<i>Beatermen</i>			
Canada.....	.62	.73	.....
New Brunswick.....	.61	.73	.71— .76
Quebec.....	.62	.72	.66— .77
Ontario.....	.61	.72	.70— .76
British Columbia.....	.75	.88	.82— .93
<i>Machine Tenders</i>			
Canada.....	1.04	1.16	.....
New Brunswick.....	1.18	1.32	1.15—1.51
Quebec.....	.99	1.09	.95—1.25
Ontario.....	1.03	1.12	.95—1.28
British Columbia.....	1.25	1.48	1.32—1.54
<i>Backtenders</i>			
Canada.....	.86	.98	.....
New Brunswick.....	.99	1.13	.96—1.33
Quebec.....	.80	.91	.80—1.05
Ontario.....	.85	.96	.83—1.11
British Columbia.....	1.08	1.29	1.13—1.35
<i>Third Hands</i>			
Canada.....	.72	.85	.....
New Brunswick.....	.79	.97	.86—1.11
Quebec.....	.67	.80	.72— .90
Ontario.....	.71	.82	.72— .97
British Columbia.....	.90	1.09	.91—1.15
<i>Finishers</i>			
Canada.....	.62	.73	.....
New Brunswick.....	.62	.75	.73— .74
Quebec.....	.62	.72	.65— .80
Ontario.....	.61	.71	.67— .76
British Columbia.....	.69	.84	.84
MAINTENANCE			
<i>Machinists</i>			
Canada.....	.87	.99	.....
Nova Scotia and New Brunswick.....	.82	.96	.89—1.00
Quebec.....	.83	.95	.85—1.04
Ontario.....	.93	1.04	.92—1.16
Manitoba and British Columbia.....	.99	1.15	.....
<i>Millwrights</i>			
Canada.....	.82	.96	.....
Nova Scotia and New Brunswick.....	.80	.92	.84—1.00
Quebec.....	.77	.91	.81—1.03
Ontario.....	.91	1.03	.88—1.13
Manitoba and British Columbia.....	.96	1.12	.....
<i>Electricians</i>			
Canada.....	.87	1.01	.....
Nova Scotia and New Brunswick.....	.84	.97	.85—1.02
Quebec.....	.83	.95	.83—1.05
Ontario.....	.91	1.03	.88—1.22
Manitoba and British Columbia.....	.97	1.13	.....

Occupation and Locality	1945	1946	
	Average wage rate per hour	Average wage rate per hour	Range of rates per hour
PAPER OTHER THAN NEWSPRINT—<i>Concluded</i>	\$	\$	\$
<i>Pipefitters</i>			
Canada.....	.84	.96	
Nova Scotia and New Brunswick.....	.80	.92	.84—1.00
Quebec.....	.80	.92	.83—1.01
Ontario.....	.86	.95	.84—1.07
Manitoba and British Columbia.....	.97	1.14	
<i>Firemen</i>			
Canada.....	.73	.86	
Nova Scotia and New Brunswick.....	.68	.80	.70— .96
Quebec.....	.72	.84	.74— .94
Ontario.....	.76	.88	.77—1.03
Manitoba and British Columbia.....	.76	.90	
<i>Labourers</i>			
Canada.....	.57	.70	
Nova Scotia and New Brunswick.....	.55	.69	.61— .70
Quebec.....	.56	.68	.65— .70
Ontario.....	.61	.72	.65— .76
Manitoba and British Columbia.....	.67	.81	.76— .82

* Includes boommen, pond men, conveyor men, sorters, loaders, etc.

TABLE III.—OVERTIME FOR MALE PLANT EMPLOYEES IN THE PULP AND PAPER INDUSTRY BY ESTABLISHMENTS, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	83	83	5	88	88*
<i>Straight Time</i>					
Canada.....	14	14		3	4
Nova Scotia and New Brunswick.....	3	3			1
Quebec.....	8	8		2	2
Ontario.....	3	3		1	1
<i>Straight Time Plus Fixed Hourly Rate</i>					
Canada.....	1	1	1	1	1
Quebec—Plus 11 cents per hour.....	1	1		1	1
Plus 22 cents per hour.....			1		
<i>Time and One Half</i>					
Canada.....	63	63	4	83	79
Nova Scotia and New Brunswick.....	5	5	1	9	8
Quebec.....	26	26	1	36	36
Ontario.....	25	25	2	31	28
Manitoba.....	1	1		1	1
British Columbia.....	6	6		6	6
<i>No Overtime Information</i>					
Canada.....	5	5		1	3

* Includes one establishment in Ontario which pays double time and one-half.

TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE PULP AND PAPER INDUSTRY, BY ESTABLISHMENT, 1946

NOTE.—Eighty-eight establishments covered by survey; of the two establishments not covered below, one grants one day for every two years worked and the other has a vacation period of two weeks which can be taken after the first four months of service.

	Initial Vacation		Maximum Vacation	
	1 Week	2 Weeks	1 Week	2 Weeks
<i>No Specified Period</i>				
Canada.....	2		1	
Ontario.....	1			
British Columbia.....	1		1	
<i>One Year</i>				
Canada.....	(1)80	2	13	3
Nova Scotia and New Brunswick.....	7	1	2	1
Quebec.....	39		10	1
Ontario.....	28	1	1	1
Manitoba.....	1			
British Columbia.....	5			
<i>Five Years</i>				
Canada.....	2			67
Nova Scotia and New Brunswick.....	(2)1			5
Quebec.....				28
Ontario.....	1			28
Manitoba.....				1
British Columbia.....				5
<i>Seven Years</i>				
Canada (Nova Scotia and New Brunswick only).....				1
<i>Ten Years</i>				
Canada (Ontario only).....				1
	84	2	14	72
Total Establishments.....	86		86	

(1) In 4 plants vacation for less than one year of service is one half day per month.

(2) Vacation is one day for one year of service, 2 days for 2 years and one week for 3 to 6 years.

The Brewery Products Industry

Wage rates in the Brewery Products Industry were about 16 per cent higher in 1946 than in 1945 and slightly more than 48 per cent higher than in 1939. The index numbers for this industry based on rates in 1939 as 100 were as follows:

Year	Index
1939	100.0
1940	103.9
1941	113.3
1942	117.1
1943	121.9
1944	123.5
1945	127.9
1946	148.1

As shown in Table I, returns were obtained from 52 establishments in the industry in 1946. The Census of Industry Report of the Dominion Bureau of Statistics covers 60 establishments in this industry in Canada in 1945. These 52 reported a total of more than 7,500 employees, plant and office, of whom only about six per cent were female. More than two-thirds of the employees and about one-half of the establishments reporting were in Ontario and Quebec. Brewery establishments varied in size up to 800 employees, and over one-half the establishments employed between 50 and 150 workers each.

Thirty-nine of the establishments making returns reported having collective agreements

with their employees or with some organization representing them. Six were in the province of Quebec, 14 in Ontario, 13 in the Prairie Provinces and 6 in British Columbia. The number of employees covered by agreements in these plants was 5,796 in 1946.

Wage rates for selected occupations for 1945 and 1946 with ranges of rates for 1946 are shown in Table II.

Plant employees in 15 establishments in Ontario and the Prairie Provinces worked a standard or normal week of 40 hours with no work on Saturdays (Table III). Ten of these establishments were located in Ontario and 5 in Alberta. The total number of workers in this group comprised more than one-third of all the workers covered in this survey. The 44-hour week, which is usually 8 hours per day through the week with 4 hours on Saturday, is the most common standard in the industry although only 25 per cent of the workers are on this schedule. British Columbia, Saskatchewan and Manitoba have this length of week throughout the industry. The greater proportion of the workers are on a 48-hour week, although they are located in only 13 of the 52 establishments.

Average standard or normal hours per week in this industry weighted by numbers of employees are 45.2 for Canada as a whole. Regional averages are: Nova Scotia and New Brunswick, 47.5; Quebec, 47.9; Ontario, 43.6; Prairie Provinces, 42.7; and British Columbia, 44.0.

Sunday work is unusual in the industry, any reported being confined largely to the necessary maintenance and protective staffs.

Table IV summarizes the information reported by the 52 establishments on overtime rates. Payment in 1946 was at the rate of time and one-half in 30 of the plants paying overtime after daily hours. One-half of these were in the Prairie Provinces. Fourteen plants reported this same rate but only after weekly hours have been worked rather than after daily hours. Twenty-three reported time and one-half for overtime on Sunday while 12 had this provision for holiday work. Double time was reported for overtime on Sunday by 21 plants and for holiday work by 33. Six plants

reported straight-time rates for overtime from Monday to Friday, three did not pay any extra for overtime on Sunday and two for holiday work.

All but one of the 52 establishments making returns reported vacations with pay. The initial vacation reported was for one or two weeks in all cases, and the service requirement was one year or less in nearly all cases. In 30 plants the vacation was one week after one year while 12 granted two weeks after one year. Seven plants, all in Ontario, allowed one week after six months of service, and one in the Maritime Provinces granted two weeks after six months of service. In one plant the service requirement in order to qualify was not stated. In seven plants not more than one week was allowed regardless of the length of service while in 39 the maximum was two weeks. In the latter group the length of service was six months for one plant; one year for 22 plants, 13 of which were in Ontario and six in the Prairie Provinces; two years for 12 plants, 10 in the Prairie Provinces; five years for three plants; and 10 years for one plant. In five cases, all in the Province of Quebec, employees were allowed two weeks after 10 years although the maximum vacation was three weeks after 25 years of service.

There is very little shift work reported in the Brewery Products Industry other than that required for maintenance. During the period covered, two establishments worked three 8-hour shifts per day in one department, requiring a total of 149 men on the first shift and 45 on both the second and third shifts. Eleven establishments reported working a second shift in the bottling department, nine of which worked 8-hour shifts and employed a total of 431 and 279 men, respectively, on the two shifts. The other two establishments worked 10-hour shifts, requiring a total of 154 men on the first and 145 men on the second shift.

Of the twenty establishments reporting provision for sick leave with pay, one is situated in New Brunswick, four in Quebec, eleven in Ontario and four in the Prairie Provinces. More than 60 per cent of the establishments do not report any such provision.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE BREWERY PRODUCTS INDUSTRY BY REGION, 1946

—	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	52	4	7	17	16	8
Employees:						
Male.....	7,303	306	2,315	2,578	1,484	620
Female.....	487	108	136	170	65	8
Total.....	7,790	414	2,451	2,748	1,549	628

TABLE II.—WAGE RATES IN THE BREWERY PRODUCTS INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
<i>Bottlers</i>	\$	\$	\$
Canada.....	.67	.76	.....
Nova Scotia and New Brunswick.....	.50	.54	.50— .60
Quebec.....	.56*	.65	.57— .72
Ontario.....	.70	.86	.77— .93
Prairie Provinces.....	.66	.76	.60— .94
British Columbia.....	.82	.91	.84— .94
<i>Cellarmen</i>			
Canada.....	.72	.84	.....
Nova Scotia and New Brunswick.....	.55	.60	.55— .65
Quebec.....	.61*	.72	.72— .77
Ontario.....	.71	.86	.73— .93
Prairie Provinces.....	.72	.84	.70— .96
British Columbia.....	.81	.93	.84— .98
<i>Coopers</i>			
Canada.....	.80	.89	.....
Quebec.....	.79*	.93	.83—1.00
Ontario.....	.84	.99	.88—1.10
Prairie Provinces.....	.77	.80	.60— .98
British Columbia.....	.83	.91	.81— .98
<i>Engineers</i>			
Canada.....	.82	.94	.....
Nova Scotia and New Brunswick.....	.62	.62	.60— .65
Quebec.....	.78*	.94	.87—1.00
Ontario.....	.83	.99	.80—1.09
Prairie Provinces.....	.82	.94	.81—1.06
British Columbia.....	.87	.96	.78—1.08
<i>Firemen</i>			
Canada.....	.69	.79	.....
Quebec.....	.71*	.80	.72— .83
Ontario.....	.73	.83	.75— .95
Prairie Provinces.....	.67	.74	.60— .82
British Columbia.....	.77	.92	.89— .98
<i>Kettlemen</i>			
Canada.....	.75	.82	.....
Nova Scotia and New Brunswick.....	.....	.58	.54— .65
Quebec.....	.65*	.73	.68— .77
Ontario.....	.74	.90	.81— .97
Prairie Provinces.....	.76	.76	.65— .94
British Columbia.....	.87	.96	.....
<i>Motor Truck Drivers</i>			
Canada.....	.72	.82	.....
Nova Scotia and New Brunswick.....	.57	.60	.57— .60
Quebec.....	.70*	.81	.76— .83
Ontario.....	.71	.84	.74— .97
Prairie Provinces.....	.67	.84	.68— .96
British Columbia.....	.82	.93	.89— .94

* Montreal only.

TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR MALE⁽¹⁾ PLANT EMPLOYEES IN THE BREWERY PRODUCTS INDUSTRY BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	52	4	7	17	16	8
<i>Per Week</i>						
40 Hours.....	15			10	5	
44 ".....	23	2	1	1	11	
48 ".....	13	1	6	6		8
54 ".....	1	1				
<i>Per Day</i>						
Monday to Friday—						
8 Hours.....	43	3	1	15	16	8
9 ".....	9	1	6	2		
Saturday—						
No Work.....	15			10	5	
3 Hours.....	7		6	1		
4 ".....	24	2	1	2	11	8
8 ".....	5	1		4		
9 ".....	1	1				

(¹) No tabulation was made for female workers. They comprised only six per cent of the total.

TABLE IV.—OVERTIME FOR MALE PLANT EMPLOYEES IN THE BREWERY PRODUCTS INDUSTRY BY ESTABLISHMENTS, 1946

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total of Establishments.....	38	38	16	54	54*
<i>Straight Time</i>					
Canada.....	6	5		3	2
Nova Scotia and New Brunswick.....	2	2		1	
Quebec.....	1	1			1
Ontario.....	2	2		2	1
Prairie Provinces.....	1				
<i>Time and One-Half</i>					
Canada.....	30	30	16	24	13
Nova Scotia and New Brunswick.....	2	2		2	
Quebec.....	1	1	7	7	6
Ontario.....	6	6	9	12	5
Prairie Provinces.....	15	15		3	2
British Columbia.....	6	6			
<i>Double Time</i>					
Canada.....		1		21	33
Nova Scotia and New Brunswick.....				1	4
Ontario.....				1	9
Prairie Province.....		1		13	14
British Columbia.....				6	6
<i>No Overtime Information</i>					
Canada.....	2	2		6	5

* Includes one establishment paying double time and one-half.

TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE BREWERY PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Fifty-two breweries covered by survey; one reports no vacation with pay for plant employees.

Length of Service Required	Initial Vacation		Maximum Vacation	
	1 week	2 weeks	1 week	2 weeks
<i>No Specified Period</i>				
Canada (Quebec only).....	1			
<i>Six Months</i>				
Canada.....	7	1		1
Nova Scotia and New Brunswick.....		1		1
Ontario.....	7			
<i>One Year</i>				
Canada.....	(1) 30	12	7	22
Nova Scotia and New Brunswick.....	2		1	
Quebec.....	6		1	
Ontario.....	(1) 6	4	3	13
Prairie Provinces.....	11	5		6
British Columbia.....	5	3	2	3
<i>Two Years</i>				
Canada.....				12
Ontario.....				1
Prairie Provinces.....				10
British Columbia.....				1
<i>Five Years</i>				
Canada.....				3
Nova Scotia and New Brunswick.....				1
British Columbia.....				2
<i>Ten Years and Over⁽²⁾</i>				
Canada (Quebec only).....				(2) 6
	38	13	7	44
Total Establishments.....	51		51	

⁽¹⁾ One establishment allows one day's vacation with pay for every 2 months of service.⁽²⁾ Five of these establishments also allow three weeks with pay after 25 years of service.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. Because of limitation of space it is not possible to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

VILLE LA SALLE, P.Q.—STANDARD BRANDS LIMITED (YEAST DIVISION AND COFFEE AND TEA DIVISION) AND UNITED PACKING-HOUSE WORKERS OF AMERICA, LOCAL 225.

Agreement to be in effect from November 1, 1946, to November 30, 1947, and thereafter from year to year subject to notice. The Company recognizes the union as the sole and exclusive bargaining agency for all eligible employees. All present employees shall be members of the union in good standing. New employees must join the union at the expiration of fifteen days.

Hours of work: 8 per day and 44 hours per week to constitute the basic working day and week respectively. Overtime: time and one-half for work in excess of these hours and for all work on Sundays, double time for all work on 7 specified paid holidays. Vacation: one week with pay for employees with 12 consecutive months' service with the company, 2 weeks with pay for those with 2 years' service, 3 weeks with pay for those with 20 or more years' service. Employees with less than one year of service shall receive one-half day with pay for each complete month of service with the company. All female employees shall be allowed two 10-minute rest periods a day. All employees shall be given 10 minutes before the regular quitting time to wash and change clothes.

Hourly wage rates: Yeast Division—engineers \$1.25, firemen 97 cents, oilers 83 cents; yeast department 86 to 97 cents; machinist, electrician \$1.35, mechanic \$1.19, carpenter \$1.03, painter 92 cents, watchmen 75 cents; C and W Department 83 cents to \$1.25, females starting rate 53 cents, after 3 months 57 cents. Coffee and tea division—blending, roasting and bulk departments 76 to 89 cents, grinding department 76 to 82 cents, packaging department 76 cents, shipping department 76 to 95 cents, general plant 71 to 89 cents; bagging department females starting rate 53 cents, after 3 months 57 cents.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Rubber and Its Products

ST. JEROME, P.Q.—DOMINION RUBBER COMPANY LIMITED AND RUBBER WORKERS FEDERAL UNION, LOCAL 144.

Agreement to be in effect from December 2, 1946, to December 2, 1947, and thereafter subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, April, 1946, p. 495 with the following changes.

Wages: a premium of 5 cents per hour shall be paid for all work performed between the hours of 7 p.m. and 6 a.m. regardless of whether the shift started before or after 7 p.m. Time and one-half overtime rate to apply only to the regular rate however. Vacation: employees to receive 2 weeks with pay after 5 years' service with the company instead of after 10 years as formerly.

Manufacturing: Metal Products

DUNDAS, ONT.—THE JOHN BERTRAM AND SONS CO. LTD. AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 1740.

Agreement to be in effect from February 1, 1947, to January 31, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE* for December, 1945, p. 1823, with the following changes.

Hours of work and overtime: 9 per day or night, Monday through Friday, a 45-hour week; time and one-half for work in excess of these hours; Christmas and New Year's Day, when such holidays fall on a normal working day, will be paid holidays for employees who work their regular full shift immediately preceding and their regular full shift immediately following the above two holidays. A night shift bonus of 5 cents per hour will be paid employees (with certain exceptions) who work the night shift.

Transportation: Water Transport

EAST AND WEST COAST.—CERTAIN SHIPPING COMPANIES AND CANADIAN SEAMEN'S UNION (FOR CANADIAN REGISTERED DEEP SEA DRY CARGO FREIGHT VESSELS).

Agreement to be in effect from October 15, 1946, to October 15, 1947. The companies recognize the union as the sole collective bargaining agency for all unlicensed personnel from time to time employed by the companies on all deep sea ships except those ships with a passenger certificate. The companies and the union agree that in the employment of unlicensed personnel there shall be no discrimination because of race, colour or creed. The

companies agree that all unlicensed personnel to be hired shall be requested from the office of the union through the National Employment Service and shall hire those despatched by the union, if acceptable.

Hours of work: deck department, engine department, in port—8 on week days, overtime rate for work after 5 p.m. and before 8 a.m. and on Saturday afternoons, Sundays and 6 specified holidays; at sea—3 watches of 8 hours each, overtime after 8 hours. Stewards department in port and at sea—8 hours in a spread of 12 hours. Men working on hatches, when long-shoremen are not involved, and when members of the deck department are required to take off or put on hatches or beams to prepare hatches for discharging or loading cargo, they shall be paid one hour's overtime when the vessel is in a bulk cargo trade, but with general cargo shall receive overtime at the regular rate for the watch on deck and time and one-half for the watch below. Carpenters in port required to take soundings after 5 p.m. or before 8 a.m., Saturday afternoons, Sundays and holidays shall be paid overtime for such work performed. Unless unforeseen circumstances interfere, all licensed personnel shall be given a reasonable time for meals. Fifteen minutes shall be allowed for coffee or tea at 10 a.m. and 3 p.m. Night lunches will be provided and an hour allowed for lunch time for any members of the crew working overtime all night.

When the company does not provide room and board, unlicensed personnel during the course of their employment shall receive 75 cents per meal. When men are required to sleep ashore, \$2 shall be allowed for room per night.

Monthly wage rates—bosun, donkeyman \$160, first cook \$180, carpenter \$165, second cook, second steward, able seamen, fireman \$150, oiler \$155, trimmer, wiper \$145, mess man \$140, ordinary seaman \$130, galley boy, deck boy (utility boy) mess boy \$120. When a vessel sails from port without a full complement of unlicensed personnel the wages of a missing crew member or members shall be divided amongst the seamen of the department concerned.

Overtime rates per hour—bosun, carpenter, donkeyman, first cook 80 cents, able seaman, oiler, fireman, wiper, trimmer, second cook, second steward, messman 70 cents, ordinary seaman, deck boy, galley boy, mess boy 60 cents.

Penalty cargoes—when members of the unlicensed personnel are required to clean holds in which penalty cargo has been carried, they shall be paid for such work, in addition to their regular wages, at the rate of straight overtime for the watch on deck, and overtime and one-half for the watch below. Vessels carrying explosives in 50-ton lots or over shall pay unlicensed personnel \$15 per month over regular wages. When members of the unlicensed personnel are required to work explosives, they shall be paid \$2.50 per hour extra.

Provision is made for cleanliness and equipment of seamen's quarters and standard of meals. Provision is also made for the settling of disputes.

EAST AND WEST COAST.—CERTAIN SHIPPING COMPANIES AND THE NATIONAL ASSOCIATION OF MARINE ENGINEERS OF CANADA INC.

Agreement to be in effect from October 15, 1946, to October 15, 1947, and thereafter from

year to year subject to notice. Companies agree to recognize the association as the sole representative for the purpose of collective bargaining for the engineer officers covered by the agreement. Preference of employment: the companies will recognize the association as the source of supply for its engineer officer personnel. In the event of the association being unable to furnish competent officers satisfactory to the companies when and where required, the companies shall have the right to obtain engineer officers elsewhere and such officers so obtained will not be discriminated against by the association. The association agrees that the companies shall have the right for just cause to reject engineer officers furnished by the association who are considered unsuitable or unsatisfactory for the position for which they are to be engaged.

Overtime: the second engineer shall be entitled to additional leave at the rate of 2½ days per month in lieu of all overtime worked. The third, fourth and fifth engineers shall be entitled to one day's additional leave for each 8 hours time worked in excess of 8 whilst vessel is in port and working cargo between 5 p.m. and 8 a.m. weekdays, Saturday afternoons, Sundays and 6 specified holidays. Such leave may be accumulated and added to annual leave or if declared on signing articles may be computed at daily rate of wages.

Vacation: Engineer officers shall be granted 21 days annual leave on pay after having completed one year's satisfactory service with the same company. *Pro rata* leave on pay may be granted before the expiring of 12 months provided mutually agreeable to both engineer officer and/or owner or master. Work on statutory holidays at sea shall be confined to that usually performed on Sundays. Work on statutory holidays when working cargo in port shall come under the overtime clause. Any officer required to be on duty on a statutory holiday when cargo is not being worked in port shall be entitled to the following 24 hours off duty. Where this is not possible the officer shall be entitled to one day's additional leave.

Monthly wages: 4,700 tonners—second engineers \$230 to \$250, third engineers \$200 to \$220, fourth engineer \$170 to \$190; 10,000 tonners—second engineers \$250 to \$270, third engineers \$220 to \$240, fourth engineers \$190 to \$210, fifth engineers \$180, plus \$10 per month increase after 3 years. Standby wages—for engineer officers not on articles their wages shall be those prescribed above for the grade and capacity in which they act. In addition a subsistence allowance of \$2.50 for meals and a room allowance of \$3 per diem shall be allowed if board and/or living quarters are not furnished.

Provision is made for seniority rights and settlement of disputes.

EAST AND WEST COAST.—CERTAIN SHIPPING COMPANIES AND THE CANADIAN MERCHANT SERVICE GUILD.

Agreement to be in effect from October 15, 1946, to October 15, 1947, and thereafter from year to year subject to notice. The companies recognize the Guild as the sole representative for the purpose of collective bargaining for the deck officers covered by the agreement. Preference of employment: the companies will recognize the Guild as the source of supply for its deck officer personnel. In the event of the Guild being unable to furnish competent officers satisfactory to the company when and

where required, the companies shall have the right to obtain officers elsewhere and such officers so obtained shall not be discriminated against by the Guild. The Guild agrees that the companies shall have the right for just cause to reject officers furnished by the Guild who are considered unsuitable or unsatisfactory for the positions for which they are intended.

Overtime: the chief officer shall be entitled to additional leave at the rate of 2½ days per month in lieu of all overtime worked. The second and third officers shall be entitled to one days additional leave for each 8 hours time worked in excess of 8 whilst vessel is in port and working cargo between 5 p.m. and 8 a.m. weekdays, Saturday afternoons, Sundays and 6 specified holidays. Such leave may be accumulated and added to annual leave or if declared on signing articles may be computed at daily rate of wage.

Vacation: no officer shall serve more than one year without being granted or taking annual leave unless mutually agreed. Deck officers shall be granted 21 days' annual leave on pay after having completed one year's satisfactory service with the same company. *Pro rata* leave on pay may be granted before expiry of 12 months provided mutually agreeable to both deck officer and/or owners or master. Work on statutory holidays at sea shall be confined to that usually performed on Sundays. Work on statutory holidays when working cargo in port shall come under the overtime clause. Any officer required to be on duty in port on a statutory holiday when cargo is not being worked in port shall be entitled to the following 24 hours off duty. Where this is not possible the officer shall be entitled to one day's additional leave.

Monthly wages effective October 15, 1946: 4,700 tonners, chief officer \$230 to \$250, second officer \$200 to \$220, third officer \$180; 10,000 tonners, chief officer \$250 to \$270, second officer \$220 to \$240, third officer \$200, plus \$10 per month increase after 3 years. Standby wages—

for officers not on articles the wages shall be as above, in addition subsistence allowance of \$2.50 for meals and a room allowance of \$3 per diem shall be allowed if board and/or living quarters are not furnished. Penalty cargoes—on vessels carrying explosives in 50-ton lots or over, the companies agree to pay deck officers, in addition to their regular monthly wages, \$15 per month while such cargo is on board the vessel.

Provision is made for seniority rights, passes and settling of disputes.

EAST AND WEST COAST.—CERTAIN SHIPPING COMPANIES AND THE MARINE DEPARTMENT OF THE CANADIAN COMMUNICATIONS ASSOCIATION.

Agreement to be in effect from October 15, 1946, to October 15, 1947, and thereafter from year to year subject to notice. The companies recognize the union as the sole collective bargaining agency for all radio officers employed by the companies. The companies also agree to hire all radio officers through the medium of the union. They may reject any officers deemed unsuitable provided such rejections are for valid reasons. If the union cannot furnish a suitable replacement with sufficient promptness to avoid delay in any scheduled sailing, the companies shall have the right to engage forthwith any other radio officer offering and wherever possible will notify the union.

Vacations: radio officers who have completed one year of continuous service shall receive a vacation of 2½ days per month with pay only. Vacations shall be cumulative, if mutually agreed upon, but in any event not in excess of 60 days.

Wages of radio officers covered by the agreement holding second class certificates shall be \$225 per month and for those holding first class certificates \$235 per month.

Provision is made for travelling, subsistence and room allowance and for grievance procedure.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is admin-

istered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the amendment of fifteen agreements and the correction of three of them. These include the amendment of the agreements for barbers and hairdressers at Quebec and at Three Rivers in the May 24 issue of the *Quebec Official Gazette*, for hairdressers at Montreal, retail stores at Quebec and the furniture industry for the province in the May 31 issue, the amendment of the agreements for the corrugated paper box industry for the province, building trades at Hull and tannery

employees for the province and the correction of the agreements covering plumbers at Three Rivers, barbers and hairdressers at Quebec and at Three Rivers in the June 7 issue, the amendment of the agreements for building trades at Chicoutimi and for barbers and hairdressers at St. Hyacinthe and at Sherbrooke in the June 14 issue. The other amendments are summarized below.

Requests for the amendment of the agreements for the millinery industry at Montreal, barbers and hairdressers at Chicoutimi, building trades at St. Jérôme, and tannery employees for the province and for new agreements for longshoremen (ocean navigation) at Montreal and for retail stores at Granby were gazetted May 31. Requests for the amendment of the agreements for the uncorrugated paper box industry for the province, for clerks and accountants at Jonquière, for retail stores at Chicoutimi and for building trades at Joliette, as well as requests for new agreements for shipliners and for checkers and coopers (ocean navigation) at Montreal, were gazetted June 7. A request for a new agreement for railway car and bus manufacturing at Montreal was published June 14.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

FUR INDUSTRY, QUEBEC

An Order in Council, dated May 16, and gazetted May 24, amends the previous Orders in Council for this industry (L.G., Sept., 1943, p. 1253; May, 1944, p. 637; June, 1945, p. 873; Nov., 1946, p. 1583, Dec., p. 1772, and previous issues) by providing that the shop foreman earning \$50 or more per week shall not be entitled to a remuneration for overtime work. Female pattern makers now receive a minimum of \$47 per week instead of \$42. In order to be entitled to any of the specified holidays with pay, an employee must have worked every day of the week in which a holiday with pay falls, or have been absent only with the employer's permission or on account of illness, in which case a doctor's certificate may be required.

Vacation: an employee with less than 30 days' absence approved by his employer in the course of the year is entitled to the vacation with pay provided for in the agreement; an employee having more than 30 days' absence is entitled to a vacation with pay, the duration of which is based on the number of work weeks. However, the employer will not be required to give a vacation with pay to an employee who has been remunerated at the rate specified in the agreement for the authorized days of absences or when the absences not authorized by the employer are equivalent to the days of vacation to which the employee is entitled.

Construction

PLUMBERS, THREE RIVERS

An Order in Council, dated May 16, gazetted May 24, and corrected in the June 7 issue, amends the previous Orders in Council for this industry (L.G., March, 1940, p. 283; Aug., 1941, p. 1011; May, 1942, p. 631; April, 1944, p. 496; Jan., 1945, p. 69; Nov., p. 1679). Present agreement to remain in effect until January 1, 1948, and thereafter from year to year, subject to notice. The name of the contracting party of the first part is changed to "L'Association des Entrepreneurs de Plomberie de la cité et du district des Trois-Rivières". Territorial jurisdiction comprises the counties of Maskinongé, St. Maurice, Laviolette, Champlain and Three Rivers, and is divided as follows: zone I, all municipalities of 5,000 souls and more, as defined for the enforcement of the Pipe Mechanics' Act; zone II, that part of the territorial jurisdiction not included in zone I. However, in zone II operations costing more than \$10,000 (including wages and materials) shall be subject to the wage conditions for zone I. Pulp and paper industry is exempted from the provisions of the present agreement.

Hours: 8 per day, 4 on Saturday, a 44-hour week. However, 2 additional hours may be worked on the first 5 days of the week and one hour on Saturday, which shall be remunerated at the regular rate, provided not more than 55 hours are worked per week. All other overtime and all work on feast days shall be paid for at time and one-half with double time for Sundays. Travelling and boarding expenses of employees required to work outside of town are paid by employer. Travelling which may be terminated within one hour shall be done outside the regular hours of work. Wages are not to be paid for travelling done outside the regular working periods.

BUILDING TRADES, ST. HYACINTHE

An Order in Council, dated May 16, and gazetted May 24, amends the previous Orders in Council for this industry (L.G., Jan., 1943, p. 88, Feb., p. 220; Jan., 1944, p. 70; Jan., 1945, p. 70; Aug., 1946, p. 1094, Oct., n. 1446, Nov., p. 1585, and previous issues). The new wage is given in the accompanying table.

MINIMUM WAGE RATES FOR BUILDING TRADES, ST. HYACINTHE DISTRICT

Trades	Hourly rates Zones	
	I	II
Bricklayer, plasterer and mason.....	\$ 1.00	\$ 0.80
Stone cutter, job.....	1.00	0.80
Carpenter-joiner	0.85	0.65
Saw filer	0.85	0.65
Painter, paper hanger and glazier.....	0.75	0.65
Whitewasher	0.60	0.45
Commercial letterer	0.85	0.75
Floor sander	0.75	0.60
Electrician:		
Journeyman	0.85	0.70
Junior journeyman	0.75	0.60
Pipe-mechanic, plumber, and steamfitter:		
Journeyman	0.85	0.70
Junior journeyman	0.75	0.60
Tinsmith-roofer	0.85	0.60
Cement or gypsum block layer.....	1.00	0.75
Artificial stone layer.....	1.00	0.75
Cement finisher	0.85	0.65
Lather (wood and metal).....	0.85	0.65
Labourer (unqualified workman).....	0.60	0.45

Trades	Hourly rates Zones		
	I	II	
Hod carrier	0.60	0.50	
Helper to plasterer, mason and bricklayer..	0.60	0.50	
Mixer operator—1 and 2 bags.....	0.65	0.55	
Steam, gasoline or electric shovel operator.	0.85	0.65	
Caulker and joint pointer.....	0.85	0.70	
Marble layer	0.85	0.70	
Mortar or celanite mixer.....	0.65	0.50	
Driller	0.70	0.55	
Millwright	0.70	0.55	
Tile and terrazzo layer.....	0.90	0.75	
Compressor operator	0.70	0.55	
Demolisher (all categories).....	0.60	0.45	
Truck and automobile driver.....	0.60	0.50	
Horse driver	0.55	0.45	
Stationary or portable enginemen, on the job	0.70	0.55	
Fireman, on the job.....	0.60	0.50	
Erector of screens (wood or metal), sashes, windows, steel partitions and weather- stripper	0.85	0.65	
Blacksmith (construction)	0.75	0.60	
Crane operator	0.85	0.65	
Sprinkler fitter	1.15	1.15	
Mastic floor layer.....	0.85	0.85	
Mastic floor finisher.....	0.70	0.70	
Linoleum, mureoleum or rubber layer, tile or sheet, waxer and polisher and asphalt tile layer.....	0.75	0.75	
Helpers and apprentices.....	0.55	0.40	
"Caisson" digger	1.00	1.00	
Reinforcing steel erector.....	0.85	0.85	
Watchman (by the week: 12 hours per day)	0.45	0.40	
Material checker and timekeeper (by the week)	28.00	28.00	
Ornamental iron worker:			
Erector	0.80		
Helper	0.65		
Electric and telephone line construction and maintenance:			
Lineman	Class A	Class B	Class C
(by the hour).....	\$ 0.70	\$ 0.60	*
Lineman			
(by the month).....	145.00	120.00	*
Ground crew man			
(by the hour).....		0.55	

* Rate of the apprentice.

For the municipalities of St. Hilaire, St. Hilaire-East and Otterburn Park, the minimum wage rates are 5 cents per hour less than zone I. Wage-earners doing cellar digging are to be paid by the hour—60 cents in zone I and 45 cents in zone II. Apprentices are to be paid from 40 cents per hour during first year to 60 cents during fourth year in zone I and from 30 cents during first year to 50 cents during fourth year in zone II. For maintenance work in zone I, tradesmen are to be paid a minimum of \$32 per week, labourers \$26 per week. Workers installing portable boilers and tanks are paid \$1.11 per hour, workers installing portable tanks under 2 tons in weight 78 cents per hour, workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less 89 cents, helpers 67 cents; painters (structural iron) \$1 per hour, structural iron erectors and welders \$1.11, boiler maker, steam generator erector and engineman, welder \$1.11, helper 84 cents, apprentices (structural iron industry) 50 per cent of skilled worker's rate during first year and 85 per cent during second. One apprentice is allowed for every 5 structural iron workers employed on any job.

Another Order in Council, dated June 4, and gazetted June 14, amends the previous Orders in Council for this industry by including the parish of Douville in the territorial jurisdiction of zone I.

BUILDING TRADES, MONTREAL

An Order in Council, dated May 16, and gazetted May 24, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1252, Oct., p. 1447, Dec., p. 1774; March, 1947, p. 371, May, p. 690). This amendment applies to the elevator construction industry throughout the province.

Hours: 8 per day, Monday to Friday, a 40-hour week for the elevator construction, maintenance and repair industry. Overtime is payable at double time. Hourly wage rates for the elevator construction industry: mechanics \$1.23 per hour in the Montreal and Hull regions and \$1.17 in the Quebec region, helpers 86 cents in the Montreal and Hull regions and 82 cents in the Quebec region.

Film Visualizes Benefits of Labour-Management Committees

As an instrument for stimulating purposeful interest in Labour-Management Production Committees, the Industrial Production Co-operation Board of the Department of Labour has sponsored a sound filmstrip entitled "A Man with a Plan". It is the work of the National Film Board and depicts in the form of coloured animated cartoons benefits derived by industry from labour-management produc-

tion committees. The dialogue used avoids technical or statistical references, but in direct, idiomatic language emphasizes the advantages to be obtained by both management and labour from co-operative efforts.

The filmstrip which runs about twenty minutes, is available for showings to management and union groups through the offices of the Industrial Production Co-operation Board, Department of Labour, Ottawa.

Fair Wage Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from

the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During May

During the month of May the Department of Labour prepared, on request, 61 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) *Works of Construction, Remodelling, Repair and Demolition*

NOTE: The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

CANADIAN COMMERCIAL CORPORATION

Extension to Transmitting Building, Orleans, Ont. Name of contractors, Messrs. M. J. Sulpher and Sons Limited, Renfrew, Ont. Amount of contract, \$36,275. A fair wages schedule, dated December 9, 1946, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers.....	\$ 1.25
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners.....	1.05
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas or elec.).....	.70
Drivers .....	.61
Driver, team and wagon.....	.95
Drill runners .....	.70
Electricians (inside wiremen).....	1.05
Engineers, operating, steam .....	.86
Engineers, crane (steam, gas or elec.).....	.90
Enginemen, stationary .....	.70
Hoist operators—tower (gas or elec.).....	.70
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers.....	.75
Painters (spray)	1.01
Painters and glaziers.....	.86
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters.....	1.12
Riggers (general) .....	.75
Rodmen (reinforced steel).....	.70

	Per Hour		Per Hour
Roofers:		Driver, team and wagon.....	1.01
Felt and gravel: patent: composition.....	.65	Labourers .....	.61
Sheet metal	1.10	Motor truck drivers .....	.61
Sheet metal workers.....	1.10	Motor truck driver and truck	1.61
Shinglers (wood, asbestos).....	1.05	Roadgrader operators:	
Steam shovel engineers	1.06	Horsedrawn .....	.66
Steam shovel firemen .....	.75	Including team	1.01
Steam shovel oilers .....	.65	Road roller operators (steam or gas.).....	.86
Shovel operators (gas.).....	1.06	Tractor operators (small).....	.71
Watchmen .....	.56	Watchmen .....	.56
Welders and burners (acetylene or elec.).....	.85		

Escape doors and heating alterations, Examination Building No. 101, Joint Service Magazine, Bedford Basin, N.S. Name of contractors, Nova Scotia Construction Company Limited, Halifax, N.S. Amount of contract, \$3,525. A fair wages schedule, dated February 4, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers.....	\$.80
Brick and hollow tile layers.....	1.27
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners.....	1.05
Cement finishers .....	.80
Cement and concrete operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Drivers .....	.60
Driver, team and wagon.....	.95
Electricians (inside wiremen).....	1.17
Labourers .....	.60
Lathers:	
Metal .....	.80
Wood .....	.75
Mastic floor layers .....	.85
Mastic floor rubbers and finishers .....	.70
Mastic floor kettlemen .....	.70
Mastic floor labourers .....	.65
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers.....	.89
Pipefitters (surface—temp. work).....	.70
Pipe layers, caulkers and solderers.....	.70
Plasterers	1.15
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters.....	1.13
Rodmen (reinforced steel).....	.70
Sheet metal workers.....	.93
Watchmen .....	.55
Welders and burners (acetylene or elec.).....	.85

Paving of storage area at Longue Pointe Ordnance Depot, P.Q. Name of contractor, Mr. Charles Duranceau Limited, Montreal, P.Q. Amount of contract, \$32,089.75. A fair wages schedule, dated August 19, 1946, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.71
Asphalt tampers, smoothers and spreaders .....	.66
Drivers .....	.61

DEPARTMENT OF FISHERIES

Construction of a cold-storage room at the Experimental Station, Grand River, Gaspé County, P.Q. Name of contractor, Mr. James S. Watt, Little River West, Gaspé County, P.Q. Amount of contract, \$11,987. A fair wages schedule, dated February 28, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers.....	\$.70
Carpenters and joiners.....	.70
Cement finishers .....	.65
Cement and concrete mixer operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon.....	.75
Electricians (inside wiremen).....	.75
Enginemmen, stationary .....	.60
Labourers .....	.50
Mastic floor layers .....	.85
Mastic floor rubbers and finishers .....	.70
Mastic floor kettlemen .....	.70
Mastic floor labourers .....	.65
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Painters (spray) .....	.80
Painters and glaziers.....	.70
Plasterers .....	.85
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters.....	.75
Sheet metal workers.....	.75
Watchmen .....	.45

Construction of a concrete sea wall at the Fisheries Experimental Station, Grand River, Gaspé County, P.Q. Name of contractor, Mr. James S. Watt, Little River West, Gaspé County, P.Q. Amount of contract, \$11,701.84. A fair wages schedule, dated June 23, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers.....	\$.1.00
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.60
Carpenters and joiners.....	.75
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.70
Compressor operators (gas. or elec.).....	.75
Drivers .....	.55
Driver, team and wagon.....	.85

	Per Hour
Drill runners .....	.75
Electricians (inside wiremen).....	.80
Engineers, operating, steam	1.00
Engineers, crane (steam, gas, elec.)	1.15
Enginemen, stationary .....	.70
Hoist operators—tower (gas. or elec.) .....	.75
Labourers .....	.55
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers.....	.90
Painters (spray) .....	.85
Painters and glaziers.....	.75
Plasterers	1.00
Plasterers' helpers (mixing and tempering material) .....	.60
Plumbers and steamfitters.....	.85
Riggers (general) .....	.70
Rodmen (reinforced steel).....	.80
Roofers:	
Felt and gravel: patent: composition.....	.80
Sheet metal .....	.80
Sheet metal workers.....	.80
Shinglers (wood, asbestos).....	.75
Steam shovel engineers	1.25
Steam shovel firemen .....	.75
Steam shovel oilers .....	.70
Shovel operators (gas.).....	1.25
Watchmen .....	.50
Welders and burners (acetylene or elec.).....	.90

DEPARTMENT OF PUBLIC WORKS

Construction of a new wharf at Baie Ste. Anne, Northumberland County, N.B. Name of contractors, Messrs. J. W. and J. Anderson, Limited, Burnt Church, N.B. Amount of contract, \$114,330.20. A fair wages schedule, dated March 18, 1947, in the following terms, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.).....	.60
Drivers .....	.50
Driver, horse and cart.....	.65
Driver, team and wagon.....	.80
Engineers, operating, steam.....	.75
Enginemen, stationary .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber).....	.65
Watchmen .....	.45

Wharf repairs and extension at Queen Charlotte City, Skeena, B.C. Name of contractors, Messrs. A. T. Holland and H. B. Phillips, Massett, B.C. Amount of contract, \$24,951.85. A fair wages schedule, dated February 7, 1947, in the following terms, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners.....	\$ 1.25
Labourers .....	.80
Pile driver and derrick foremen	1.55
Pile driver and derrick engineers	1.30
Pile driver and derrick bridgemen	1.30
Pile driver and derrick boommen	1.30
Pile driver and derrick men (rigging, setting and signalling)	1.30
Pile driver and derrick firemen .....	.94
Watchmen .....	.60

Reconstruction of approach and repairs to the ferry slip at Sidney, B.C. Name of contractors, James McDonald Construction Company Limited, Victoria, B.C. Amount of contract, \$29,250. A fair wages schedule, dated March 18, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.25
Drivers (teamsters) .....	.80
Labourers .....	.80
Pile driver and derrick foremen	1.55
Pile driver and derrick engineers	1.37
Pile driver and derrick bridgemen	1.30
Pile driver and derrick boommen	1.30
Pile driver and derrick men (rigging, setting and signalling)	1.30
Pile driver and derrick firemen .....	.94
Watchmen .....	.60

Harbour reconstruction and improvements at Collingwood, Simcoe County, Ont. Name of contractors, Bermingham Construction Company, Hamilton, Ont. Amount of contract, \$115,613. A fair wages schedule, dated February 11, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.95
Blacksmiths' helpers .....	.65
Carpenters and joiners.....	.90
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam .....	.85
Gas. or elec. ....	.75
Divers	14.48*
Divers' tenders	5.48*
(To be allowed full day's pay whether employed full or part time)	
Drivers .....	.60
Driver, team and wagon.....	.95
Engineers, operating, steam .....	.95
Engineers, crane (steam, gas, elec.)	1.00
Enginemen, stationary .....	.70
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber).....	.70
Watchmen .....	.55

* Per day.

Wharf repairs at St. Ignace de Loyola, Berthier County, P.Q. Name of contractor, Mr. Lucien Lachapelle, Sorel, P.Q. Amount

of contract, \$39,660.75. A fair wages schedule, dated March 7, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.75
Blacksmiths' helpers .....	.60
Boilmakers on construction or erection.....	1.11
Boatmen (rowboats) .....	.55
Carpenters and joiners .....	.85
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas, or elec. ....	.75
Compressor operators (gas. or elec.).....	.75
Divers	14.40*
Divers' tenders	5.40*
(To be allowed full day's pay whether employed full or part time)	
Dragline operators (steam or gas.)	1.00
Dragline firemen .....	.75
Dragline oilers .....	.70
Drill runners .....	.75
Engineers, operating, steam .....	.85
Engineers, crane (steam, gas. elec.) .....	.85
Engineers on steel erection.....	1.11
Enginemmen, stationary .....	.75
Labourers .....	.55
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Painters (spray) .....	.80
Painters and glaziers.....	.70
Pile driver and derrick foremen	1.10
Pile driver and derrick engineers	1.00
Pile driver and derrick men (rigging, setting and signalling) .....	.80
Pile driver and derrick firemen .....	.75
Pile driver and derrick labourers .....	.65
Pumpmen .....	.65
Riggers (general) .....	.70
Rodmen (reinforced steel) .....	.65
Structural steel workers.....	1.11
Watchmen .....	.50
Welders and burners:	
Acetylene or elec. ....	.75
On steel erection.....	1.11

Wharf repairs at Ganges, Fernwood, Fulford Harbour, Retreat Cove, South Pender and Sturdies Bay, B.C. Name of contractors, Pacific Pile Driving Company Limited, Victoria, B.C. Amount of contract, \$26,185.70. A fair wages schedule, dated February 25, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners.....	\$ 1.25
Drivers (teamsters) .....	.80
Labourers .....	.80
Pile driver and derrick foremen	1.55
Pile driver and derrick engineers	1.37
Pile driver and derrick bridgemen	1.30
Pile driver and derrick boommen	1.30
Pile driver and derrick men (rigging, setting and signalling)	1.30
Pile driver and derrick firemen .....	.94
Watchmen .....	.60
Wharf and dock builders	1.30

* Per day.

92272—7½

Improved lighting on first, fourth and fifth floors, Daly Building, Ottawa, Ont. Name of contractor, Fred A. Wilson Contracting Company Limited, Ottawa, Ont. Amount of contract, \$6,250. A fair wages schedule, dated May 19, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.25
Electricians (inside wiremen).....	1.05
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers.....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Watchmen .....	.56

Installation of automatic sprinklers and fire alarm systems, Redwood Building, Edmonton, Alta. Name of contractors, Messrs. Lockerbie and Hole, Limited, Edmonton, Alta. Amount of contract, \$17,684. A fair wage schedule, dated April 17, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners.....	\$ 1.10
Cement finishers	1.03
Drivers (teamsters) .....	.70
Electricians (inside wiremen).....	1.15
Labourers .....	.70
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Painters and glaziers.....	1.00
Plasterers	1.45
Plasterers' helpers (mixing and tempering material) .....	.80
Plumbers and steamfitters.....	1.20
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	.90
Sprinkler installers	1.15
Watchmen	25.00*

Rehabilitation and repairs, No. 7 Building, Sunnybrook Farm, Toronto, Ont. Name of contractors, Frontenac Construction Company Limited, Toronto, Ont. Amount of contract, \$7,871.75. A fair wages schedule, dated April 15, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.50
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.85
Carpenters and joiners	1.20
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam	1.10
Gas, or elec.	1.10
Drivers .....	.75
Driver, team and wagon	1.10
Electricians (inside wiremen).....	1.35
Labourers .....	.75

* Per week.

	Per Hour
Mastic floor layers	1.10
Mastic floor rubbers and finishers	1.00
Mastic floor kettlemen	1.00
Mastic floor labourers .....	.75
Motor truck drivers .....	.79
Motor truck driver and truck	1.79
Ornamental iron workers.....	.97
Painters and glaziers.....	1.05
Plumbers and steamfitters.....	1.30
Sheet metal workers.....	1.28
Watchmen .....	.65

Alterations and additions at the Indian Hospital, The Pas, Man. Name of contractors, Manitoba Engineering Company, Winnipeg, Man. Amount of contract, \$349,785. A fair wages schedule, dated August 21, 1946, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers.....	\$ 1.00
Blacksmiths .....	.75
Blacksmiths' helpers .....	.63
Boilermakers on construction or erection.....	.95
Brick and hollow tile layers	1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.68
Carpenters and joiners.....	1.00
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.70
Gas, or elec. ....	.60
Compressor operators (gas. or elec.).....	.60
Drivers .....	.55
Driver, team and wagon.....	.95
Drill runners .....	.60
Electricians (inside wiremen)	1.00
Electricians (cable splicers)	1.00
Elevator constructors	1.10
Elevator constructors' helpers .....	.80
Engineers, crane (steam, gas. or elec.)	1.00
Enginemn, stationary .....	.70
Hoist operators—tower (gas. or elec.).....	.60
Labourers:	
Skilled .....	.63
Common .....	.55
Lathers:	
Metal	1.00
Wood	1.00
Linoleum layers .....	.65
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers.....	1.10
Painters and glaziers.....	.95
Plasterers	1.20
Plasterers' helpers (mixing and tempering material) .....	.68
Plumbers and steamfitters.....	1.15
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	.68
Road grader operators:	
Horsedrawn .....	.60
Including team .....	.95
Gas. ....	.75
Road roller operators (steam or gas.).....	.90
Rodmen (reinforced steel) .....	.63
Roofers:	
Felt and gravel: patent: composition .....	.70
Sheet metal .....	.85
Sheet metal workers.....	.85
Steam shovel engineers	1.00
Steam shovel firemen .....	.70

	Per Hour
Steam shovel oilers .....	.60
Shovel operators (gas.).....	1.00
Stonecutters	1.05
Stonemasons	1.20
Stonemasons' helpers (mixing and tempering mortar) .....	.68
Tile setters:	
Asphalt .....	.85
Ceramic	1.15
Tile setters' helpers (all men assigned to help tradesmen) .....	.68
Tractor operators:	
Letourneau, etc. ....	.80
Small .....	.70
Watchmen .....	.50
Waxers and polishers (floor).....	.65
Engineers, operating, steam:	
Single or double drums.....	.95
Three or more drums.....	1.00
Terrazzo layers .....	.92½
Terrazzo machine rubbers:	
Dry .....	.72½
Wet .....	.65
Terrazzo machine rubbers' helpers.....	.65

Alterations to second floor, No. 8 Temporary Building, Ottawa, Ont. Name of contractors, Doran Construction Company Limited, Ottawa, Ont. Amount of contract, \$22,500. A fair wages schedule, dated February 27, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners.....	\$ 1.05
Electricians (inside wiremen).....	1.05
Labourers .....	.61
Linoleum layers .....	.75
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Plumbers and steamfitters.....	1.25
Watchmen .....	.56

Construction of a bridge over the Don River at the Sunnybrook Hospital, Toronto, Ont. Name of contractors, Redfern Construction Company Limited, Toronto, Ont. Amount of contract, \$23,700. A fair wages schedule, dated March 14, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Axemen	\$.75
Boatmen (rowboats).....	.75
Carpenters and joiners.....	1.20
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam	1.10
Gas, or elec.	1.10
Compressor operators (gas. or elec.)	1.10
Drivers .....	.75
Driver, team and wagon	1.10
Engineers, operating, steam	1.10
Engineers, crane (steam, gas. or elec.)	1.25
Engineers on steel erection.....	1.13
Enginemn, stationary .....	.87
Labourers .....	.75
Motor truck drivers .....	.79

	Per Hour
Motor truck driver and truck	1.79
Ornamental iron workers.....	.97
Painters (spray)	1.10
Painters and glaziers.....	1.05
Pipefitters (surface—temp. work) .....	.90
Powdermen .....	.85
Pumpmen .....	.85
Riggers (general) .....	.90
Road grader operators:	
Horsedrawn .....	.75
Including team	1.10
Gas .....	.85
Road roller operators (steam or gas.).....	.90
Rodmen (experienced)	1.10
Steam shovel engineers	1.25
Steam shovel firemen .....	.87
Steam shovel oilers .....	.85
Shovel operators (gas.).....	1.25
Structural steel workers.....	1.13
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber).....	.75
Tractor operators:	
Letourneau, etc.	1.00
Small .....	.85
Watchmen .....	.65
Welders and burners:	
Acetylene or elec.	1.00
On steel erection.....	1.13
Rodmen (reinforced steel).....	.90

Construction of nurses' residence and staff residence at Sunnybrook Park Hospital, Toronto, Ont. Name of contractors, Redfern Construction Company Limited, Toronto, Ont. Amount of contract, \$2,437,000. A fair wages schedule, dated May 16, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers.....	\$ 1.15
Blacksmiths .....	.96
Blacksmiths' helpers .....	.75
Brick and hollow tile layers	1.60
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.85
Carpenters and joiners.....	1.35
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam	1.10
Gas. or elec.	1.10
Compressor operators (gas. or elec.).....	1.10
Drivers .....	.75
Driver, team and wagon.....	1.10
Drill runners .....	.85
Electricians (inside wiremen).....	1.35
Elevator constructors	1.30
Elevator constructors' helpers .....	.91
Engineers, operating, steam	1.10
Engineers, crane (steam, gas. or elec.).....	1.25
Engineers, on steel erection	1.13
Enginemen, stationary .....	.87
Hoist operators—tower (gas. or elec.).....	1.10
Labourers .....	.75
Lathers:	
Metal	1.50
Wood	1.50
Linoleum layers .....	.90
Marble setters	1.30
Marble setters' helpers (all men assigned to help tradesmen) .....	.85

	Per Hour
Mastic floor layers	1.10
Mastic floor rubbers and finishers	1.00
Mastic floor kettlemen	1.00
Mastic floor labourers .....	.75
Motor truck drivers .....	.79
Motor truck driver and truck	1.79
Ornamental iron workers.....	.97
Painters (spray)	1.15
Painters and glaziers.....	1.15
Plasterers	1.50
Plasterers' helpers (mixing and tempering material)	1.00
Plumbers and steamfitters.....	1.30
Riggers (general) .....	.90
Rodmen (reinforced steel) .....	.90
Rodmen (experienced)	1.10
Roofers:	
Felt and gravel: patent: composition.....	.90
Sheet metal	1.46
Sheet metal workers.....	1.46
Shinglers (wood, asbestos).....	1.35
Sprinkler installers	1.15
Steam shovel engineers	1.25
Steam shovel firemen .....	.87
Steam shovel oilers .....	.85
Shovel operators (gas.).....	1.25
Stonemasons	1.60
Stonemasons' helpers (mixing and tempering mortar) .....	.85
Structural steel workers.....	1.13
Terrazzo layers	1.20
Terrazzo machine operators:	
Dry	1.00
Wet .....	.85
Terrazzo helpers .....	.75
Tile setters:	
Asphalt	1.00
Ceramic	1.20
Tile setters' helpers (all men assigned to help tradesmen) .....	.85
Tractor operators:	
Letourneau, etc.	1.00
Small .....	.85
Watchmen .....	.65
Waxers and polishers (floor).....	.80
Welders and burners:	
Acetylene or elec.	1.00
On steel erection.....	1.13

Improvements and alterations to transformer and switchboard rooms, Old Post Office, Quebec City, P.Q. Name of contractors, Messrs. Bedard-Girard Limited, Quebec, P.Q. Amount of contract, \$10,611. A fair wages schedule, dated November 21, 1946, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.10
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.70
Carpenters and joiners.....	.90
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.81
Gas. or elec. ....	.81
Drivers .....	.65
Driver, team and wagon.....	.95
Electricians (inside wiremen) .....	.90
Labourers .....	.65
Motor truck drivers .....	.65

	Per Hour
Motor truck drivers and truck	1.65
Ornamental iron workers.....	.85
Painters and glaziers.....	.81
Plumbers and steamfitters.....	.90
Sheet metal workers.....	.90
Watchmen .....	.60

Construction of hatchway and the installation of elevator at Veterans' Home, Academy Road, Winnipeg, Man. Name of contractors, Messrs. James Beaton and Sons, Winnipeg, Man. Amount of contract, \$22,485. A fair wages schedule, dated November 8, 1946, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers.....	\$ 1.00
Blacksmiths .....	.80
Blacksmiths' helpers .....	.68
Brick and hollow tile layers	1.35
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.73
Carpenters and joiners.....	1.15
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Electricians (inside wiremen).....	1.15
Elevator constructors	1.10
Elevator constructors' helpers .....	.80
Labourers:	
Skilled .....	.68
Common .....	.60
Lathers:	
Metal	1.00
Wood	1.00
Linoleum layers .....	.70
Mastic floor layers	1.00
Mastic floor rubbers and finishers .....	.70
Mastic floor kettlemen .....	.60
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Ornamental iron workers.....	1.10
Painters (spray).....	1.00
Painters and glaziers.....	1.00
Plasterers	1.35
Plasterers' helpers (mixing and tempering material) .....	.73
Plumbers and steamfitters.....	1.25
Plumbers and steamfitters' helpers (all men assigned to help tradesmen).....	.73
Roofers:	
Felt and gravel: patent: composition.....	.75
Sheet metal .....	.90
Sheet metal workers.....	.90
Shinglers' (wood, asbestos).....	.95
Structural steel workers.....	1.10
Terrazzo layers .....	.95
Terrazzo machine rubbers and helpers:	
Dry .....	.80
Wet .....	.70
Watchmen .....	.55
Waxers and polishers (floor).....	.70
Welders and burners:	
Acetylene or elec. ....	.90
On steel erection.....	1.05

Construction of a laboratory of insect pathology for the Department of Agriculture, Sault Ste. Marie, Ont. Name of contractors,

Messrs. McLarty Brothers and Brodie, Sault Ste. Marie, Ont. Amount of contract, \$357,480. A fair wages schedule, dated May 2, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers.....	\$ 1.15
Asphalt rakers .....	.85
Asphalt tamperers, smoothers and spreaders .....	.75
Blacksmiths	1.00
Blacksmiths' helpers .....	.75
Brick and hollow tile layers	1.30
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.75
Boilermakers on construction or erection.....	1.10
Carpenters and joiners.....	1.00
Cement finishers .....	.90
Cement and concrete mixer operators:	
Steam .....	.95
Gas. or elec. ....	.85
Compressor operators (gas. or elec.).....	.85
Drivers .....	.70
Driver, team and wagon.....	1.05
Drill runners .....	.80
Electricians (inside wiremen).....	1.00
Engineers, operating, steam .....	.95
Engineers, crane (steam, gas. elec)	1.00
Engineers on steel erection.....	1.10
Enginemmen, stationary .....	.80
Hoist operators—tower (gas. or elec.).....	.80
Labourers .....	.70
Lathers:	
Metal	1.00
Wood .....	.95
Linoleum layers .....	.85
Marble setters	1.30
Marble setters' helpers (all men assigned to help tradesmen) .....	.75
Mastic floor layers .....	.90
Mastic floor rubbers and finishers .....	.75
Mastic floor kettlemen .....	.75
Mastic floor labourers .....	.70
Motor truck drivers .....	.75
Motor truck driver and truck	1.75
Ornamental iron workers .....	.90
Painters (spray).....	.95
Painters and glaziers.....	.90
Pipefitters (surface—temp. work) .....	.85
Pipe layers, caulkers and solderers.....	.80
Plasterers	1.00
Plasterers' helpers (mixing and tempering material) .....	.75
Plumbers and steamfitters.....	1.00
Riggers (general) .....	.85
Road grader operators:	
Horsedrawn .....	.75
Including team	1.10
Gas. ....	.80
Road roller operators (steam or gas.).....	.95
Roofers:	
Felt and gravel: patent: composition.....	.75
Sheet metal .....	.90
Sheet metal workers.....	.90
Shinglers (wood, asbestos).....	1.00
Steam shovel engineers	1.25
Steam shovel firemen .....	.85
Steam shovel oilers .....	.75
Shovel operators (gas.).....	1.25
Stonemasons	1.30
Stonemasons' helpers (mixing and tempering mortar) .....	.75
Structural steel workers.....	1.10
Terrazzo layers	1.20
Terrazzo machine operators:	
Dry	1.00
Wet .....	.85

	Per Hour
Terrazzo helpers .....	.75
Tile setters:	
Asphalt .....	.90
Ceramic	1.20
Tile setters' helpers (all men assigned to help tradesmen) .....	.75
Tractor operators:	
Letourneau, etc. ....	.95
Small .....	.85
Watchmen .....	.65
Waxers and polishers (floor).....	.75
Welders and burners:	
Acetylene or elec.	1.00
On steel erection.....	1.10

DEPARTMENT OF TRANSPORT

Additional development of airport at Calgary, Alta. Name of contractors, Dutton Brothers and Company, Calgary, Alta. Amount of contract, \$366,631.25. A fair wages schedule, dated May 27, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.75
Asphalt tampers, smoothers, and spreaders ....	.75
Blacksmiths	1.01½
Blacksmiths' helpers .....	.76½
Carpenters and joiners.....	1.10
Cement finishers	1.01
Cement and concrete mixer operators:	
Steam .....	.95
Gas. or elec. ....	.75
Compressor operators (gas. or elec.).....	.75
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.75
Dragline oilers .....	.75
Drill runners .....	.75
Engineers, crane (steam, gas., elec.).....	1.10
Enginemn, stationary .....	.70
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Pumpmen .....	.70
Road grader operators (gas.)	1.05
Road roller operators (steam or gas.)	1.00
Steam shovel engineers	1.25
Steam shovel cranemen	1.25
Steam shovel firemen .....	.75
Steam shovel oilers .....	.75
Shovel operators (gas.).....	1.25
Tractor operators:	
Letourneau, etc.	1.05
Small .....	.90
Watchmen .....	.60
Welders and burners (acetylene or elec.).....	1.01½

Construction of a radio receiver building at Lethbridge, Alta. Name of contractors, General Construction Company (Alta.) Limited, Lethbridge, Alta. Amount of contract, \$5,835.80. A fair wages schedule, dated January 29, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners.....	\$ 1.10
Compressor operators (gas. or elec.).....	.70
Drivers .....	.65
Driver, team and wagon.....	.95
Drill runners .....	.70
Electricians (inside wiremen).....	.95
Labourers .....	.65
Mo'or truck drivers .....	.70
Motor truck driver and truck	1.70
Painters (spray)	1.00
Painters and glaziers .....	.90
Pipefitters (surface—temp. work).....	.80
Road grader operators:	
Horsedrawn .....	.70
Including team	1.00
Gas. ....	.80
Road roller operators (steam or gas.).....	.95
Sheet metal workers.....	.96
Shinglers (wood, asbestos).....	1.10
Steam shovel engineers	1.17½
Steam shovel firemen .....	.70
Steam shovel oilers .....	.70
Shovel operators (gas.).....	1.17½
Stonemasons	1.26
Stonemasons's helpers (mixing and tempering mortar) .....	.70
Tractor operators:	
Letourneau, etc. ....	.95
Small' .....	.80
Watchmen .....	.60

Instrument landing facilities at Montreal Airport, Dorval, P.Q. Name of contractor, Dibblee Construction Company, Limited, Ottawa, Ont. Amount of contract, \$29,476.90. A fair wages schedule, dated April 2, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners.....	\$ 1.06
Cement finishers .....	.89
Cement and concrete mixer operators:	
Steam .....	.89
Gas. or elec. ....	.84
Compressor operators (gas. or elec.).....	.84
Drivers .....	.67
Driver, team and wagon.....	1.07
Drill runners .....	.78
Electricians (inside wiremen).....	1.11
Engineers, operating, steam.....	1.00
Labourers .....	.67
Motor truck drivers .....	.67
Motor truck driver and truck	1.67
Painters (spray)	1.00
Painters and glaziers.....	.95
Pipefitters (surface—temp. work).....	.78
Road grader operators:	
Horsedrawn .....	.73
Including team	1.07
Gas. ....	.84
Road roller operators (steam or gas.).....	.95
Rodmen (reinforced steel) .....	.84
Roofers:	
Felt and gravel: patent: composition.....	.78
Sheet metal	1.06
Sheet metal workers.....	1.06
Shinglers (wood, asbestos).....	1.06
Steam shovel engineers	1.28
Steam shovel firemen .....	.78
Steam shovel oilers .....	.73
Shovel operators (gas.).....	1.28
Stonemasons	1.17

	Per Hour
Stonemasons' helpers (mixing and tempering mortar) .....	.73
Tractor operators:	
Letourneau, etc. ....	.92
Small .....	.77
Watchmen .....	.62
Welders and burners (acetylene or elec.).....	1.00

(2) Dredging Work

NOTE: The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

DEPARTMENT OF PUBLIC WORKS

Dredging work at Liverpool, Queens County, N.S. Name of contractors, C. S. Boone Dredging and Construction Company, Limited, Toronto, Ont. Amount of contract, \$84,930.33.

Dredging work at L'Etete, Charlotte County, N.B. Name of contractors, Saint John Dredging Company, Limited, East Saint John, N.B. Amount of contract, \$16,650.

Dredging work at Grande Anse, Gloucester County, N.B. Name of contractors, Diamond Construction and Engineering Company, Limited, Toronto, Ont. Amount of contract, \$15,332.80.

Dredging work at Pictou, N.S. Name of contractors, J. P. Porter Company, Limited,

Montreal, P.Q. Amount of contract, \$21,817.60.

The following contracts also contained the General Fair Wages Clause:—

DEPARTMENT OF FISHERIES

Repair of vessel *Laurier* at Vancouver, B.C. Name of contractors, West Coast Salvage and Contracting Company, Vancouver, B.C. Amount of contract, \$6,627.

Repair of vessel *Howay* at Vancouver, B.C. Name of contractors, West Coast Salvage and Contracting Company, Vancouver, B.C. Amount of contract, \$8,913.

DEPARTMENT OF PUBLIC WORKS

Construction and delivery afloat at Waterways, Alta., of a 60 cubic yard steel side dump scow to attend the Mackenzie River, N.W.T. Name of contractors, The Standard Iron Works Limited, Edmonton, Alta. Amount of contract, \$26,209.

(3) Contracts for the Manufacture of Supplies and Equipment

Department	No. of contracts	Aggregate amount \$
Canadian Commercial Corporation.	2,518	2,004,889.00
Post Office	13	54,061.44
Royal Canadian Mounted Police...	2	31,801.66

Labour Law

Labour Legislation in British Columbia and Manitoba in 1947

IN both British Columbia and Manitoba legislation was passed dealing with labour relations. British Columbia passed a new Industrial Conciliation and Arbitration Act repealing the former statute of that name and replacing the Dominion Wartime Labour Relations Regulations (P.C. 1003) which were in force in the Province since 1944. In Manitoba, existing laws were amended to provide for a Manitoba Labour Board to enable the continuance in the Province of the Dominion Wartime Labour Relations Regulations, amended as necessary for their provincial administration, and also to provide that any labour relations legislation enacted by the Dominion may be applied by the

Province to employers whose undertakings are carried on in both Manitoba and an adjacent Province.

Changes were made, too, in British Columbia in Acts relating to minimum wages, factories, shops, annual holidays and boiler inspection. The Manitoba Legislature enacted a statute providing a week's holiday with pay for workers in most industries. Other amendments in Manitoba had to do with the early closing of shops, credit unions, old age and municipal pensions. The British Columbia legislative session opened on February 11 and closed on April 3. The Manitoba Legislature was in session from February 25 to April 26.

British Columbia

Collective Bargaining and Industrial Disputes

A new statute, the Industrial Conciliation and Arbitration Act, came into force on May 15, 1947. It repeals the Industrial Conciliation and Arbitration Act, 1937, and amendments, which had been suspended by the British Columbia Wartime Labour Relations Regulations Act, 1944, except as to proceedings already instituted under the 1937 Act and as to matters covered by that Act and not covered by the Dominion Wartime Labour Relations Regulations, 1944 (P.C. 1003). The 1944 British Columbia statute is repealed by the new Act of this session. The latter combines, with important modifications, provisions of the 1937 law and of the Dominion Wartime Labour Relations Regulations.

The Industrial Conciliation and Arbitration Act, 1947, provides machinery for the settlement of disputes of any kind between employers and employed; requires an employer to recognize and negotiate with the representatives of his workpeople, or, where there is a union, with the representatives of the union in which a majority of his employees or a majority of a certain class of his employees, are organized; safeguards the workers' right to organize; sets out the procedure for determining the proper bargaining agent, if any; requires a collective agreement to be observed by both parties and to

provide means of settling disputes arising out of it by agreement or arbitration; stipulates that certain practices on the part of employers or workpeople are "unfair" and punishable; and prohibits strikes and lockouts during the life of a collective agreement or, until the procedure for settling disputes has been complied with.

To assist in composing any differences, the Act provides for a conciliation officer, a tripartite conciliation board, or, if the parties so desire, a mediation committee formed by themselves, and, in certain cases, an industrial inquiry commission.

To determine questions concerning the bargaining authority, the Act authorizes the creation of a Labour Relations Board (British Columbia) by the Lieutenant-Governor in Council, to consist of a chairman and such number of other members as are considered desirable. The Board's constitution and powers follow closely those of the Dominion Wartime Labour Relations Board as laid down in P.C. 1003.

Some important changes were made in the Bill by the Legislature. Chief among these was the insertion of a clause declaring that no strike may legally take place until a Government-supervised secret ballot on the question of a strike has been held of all employees in the unit affected and a majority of the employees who vote have voted in

favour of a strike. A provision authorizing the Lieutenant-Governor in Council to exclude an employer or employee or any class of them from the Act was struck out. The penalty of \$10 a day for individual workers engaged in an illegal strike was removed and other fines were cut in half. Also struck out was a section dealing with the certification of the bargaining authority for a unit of employees in fish-processing and canning plants.

The Act applies to every employer who employs one or more than one person to do manual, clerical or technical work. "Employee" does not include a person employed in a confidential capacity or one who has authority to hire or fire, a person who acts on an employer's behalf in collective bargaining or in considering an employer's labour policy, an apprentice under the Apprenticeship Act, or a domestic servant, farm worker, hunter or trapper. The Bill as introduced excluded a person "who can effectively recommend the employment or discharge of employees" but these words were struck out by the Legislature.

The Act, like that of 1937, declares the rights of employees and employers to join and participate in the lawful activities of their organizations, including in the case of workers, trade unions. A trade union is again defined as an international, national or provincial employees' organization or a local branch chartered by and in good standing with such an organization. An employees' organization is an organization of employees, other than a trade union, that has as its object, or one of its objects, the regulating of relations between an employer or employers and his or their employees.

FREEDOM OF ASSOCIATION

To safeguard the worker's freedom of association certain provisions were enacted. These vary somewhat from similar clauses of the 1937 Act and from P.C. 1003.

No employer or person acting for him may refuse to employ or continue to employ or discriminate against any person in regard to employment or any condition of employment because of membership in a trade union or employees' organization; or impose any condition in a contract of employment seeking to restrain an employee from exercising his rights under the Act; or seek by intimidation, dismissal, threat, by imposing a penalty or by a promise or other means to compel or induce an employee to refrain from becoming or continuing to be a member of a trade union or employees' organization. The employer's right to suspend, transfer, lay off or discharge an employee for proper cause is, however, not to be affected.

No employer, employers' organization or person acting on its behalf may participate in or interfere with the formation or administration of a trade union or employees' organization or contribute financial support to it, provided that an employer may permit an employee or trade union representative to confer with him or to attend to the business of the organization during working hours without any deduction of wages. A union which the Board considers to be dominated or influenced by an employer so that it cannot properly represent employees in collective bargaining may not be certified under the Act as a bargaining agent, nor may an agreement made by it with an employer be deemed a collective agreement.

Freedom to join or not to join a union or a particular union is the concern of two clauses of the Act. No person may use coercion or intimidation to compel or induce anyone to become, refrain from becoming or to continue or to cease to be a member of a union or employees' organization, but it is expressly provided that the Act does not preclude parties to a collective agreement inserting in the agreement a provision requiring, as a condition of employment, membership in a specified union or employees' organization or granting a preference of employment to members of a specified union or employees' organization, or to preclude the carrying out of such provisions. The Act does not, therefore, prohibit a closed or union or preferential union shop.

A new feature of the Act is the provision for referring a complaint that an employer has committed an "unfair labour practice" in regard to the worker's right to union membership or activity to a Referee who is to be appointed by the Minister and given the same powers as a Conciliation Board to make an investigation. A Referee's report must be considered by the Minister before he consents to a prosecution for violation of these sections.

Except with the employer's consent, no union, employees' organization or person authorized by either may attempt at the employer's premises during working hours to persuade an employee to join or not to join the union or organization. The words "or not to join" were added by the Legislature.

The check-off of union dues is permitted only when the individual workers indicate their agreement. Each worker must authorize the deduction of the fee from his wages, and the employer must deduct the proper amount unless the assignment is revoked in writing. The dues deducted must be remitted to the union or employees' organization at least once

a month, together with a written statement of the employees' names and the deductions made. The Legislature added the stipulation that, if a worker revokes the assignment, the employer must give a copy of the revocation to the union. No employer is to be financially responsible for an employee's unpaid dues unless there are sufficient unpaid wages for that employee in the employer's hands.

CERTIFICATION

To facilitate the carrying out of the employer's obligation to negotiate with a trade union or employees' organization in which a majority of his employees are organized, the Act, like the Dominion Wartime Regulations, provides machinery for the determination of claims to represent the workers in collective bargaining and for certifying as the bargaining authority the union or the employees' representatives complying with the statutory requirements.

These provisions are new in British Columbia except as they appeared in the Dominion Wartime Regulations.

Where there is a question as to the right of a trade union or of bargaining representatives to represent the employees in a unit which is appropriate for collective bargaining, the Act provides means of determining the validity of the claim.

The Labour Relations Board (British Columbia) is to certify as the "bargaining authority", a trade union or the bargaining representatives having the support of a majority of the employees in such a unit. Application to be certified may be made where no collective agreement is in effect, if no bargaining authority has been certified or six months have passed since one was certified or the Board has consented to entertain an application before the expiration of six months, or, where there is a collective agreement, application may be made if ten months of its term have expired.

Workers employed by two or more employers who are members of one union may be represented by the union if it has as members a majority of the employees in a unit which is appropriate for bargaining, but the union can be certified only if all the employers consent and if the bargaining authority would be entitled to be certified for the employees of each employer if separate applications were made. Two or more trade unions claiming to have as members in good standing a majority of employees in an appropriate unit may make a joint application to be certified as a bargaining authority.

Where the majority of a group of employees of an employer are members of

a craft union, such union, if otherwise appropriate as a unit for collective bargaining, may apply to the Board to be certified as the bargaining agent of those employees, and, if the trade union so claims, they must be excluded from any other bargaining unit and not be counted as members of any other unit.

In determining whether a unit is appropriate for collective bargaining, the Board may include additional employees in, or exclude employees from, the unit.

Certification must be granted if the Board is satisfied (a) that the majority of the employees in a unit are members in good standing of a trade union, or (b) that as a result of a vote a majority have selected the trade union as their bargaining agent or have voted for bargaining representatives to be the bargaining authority on their behalf, but if the Board is not satisfied, it may reject the application and designate the time, not more than 90 days, that must elapse before a new application will be considered. This time-limit was inserted in the Bill by the Legislature.

To determine the merits of any application, the Board may make any examination of records and any inquiries it considers necessary, including the holding of hearings or the taking of votes, and may prescribe the nature of the evidence to be furnished in support of the application and the manner of making application.

No certificate may be granted to a trade union or to bargaining representatives, that, in the Board's opinion, are dominated or influenced by an employer so that their fitness to represent the workers in collective bargaining is impaired. Certification may be cancelled if, on investigation, the Board finds that the trade union has ceased to be a trade union or the employer has ceased to be the employer of the employees in the unit, but where a business is sold, the new owner is to be bound by the proceedings under the Act and the proceedings are to continue as if there had been no change.

A section dealing with certification of a bargaining authority for a unit of employees in the fishing industry, fish-processing plants, canneries and other seasonal operations was struck out by the Legislature. It provided that the Board might reject or hold in abeyance the application if, at the date of application, the number of employees was less than 60 per cent of the average for the previous 12 months.

On certification, a new bargaining authority is to replace immediately any other bargaining authority for the unit and is to have exclusive authority to bind it by a collective agreement. The certification of any

previously-certified authority is deemed to be revoked but any collective agreement to which the retiring bargaining authority was a party remains in force and is binding upon the newly-certified bargaining agent.

COLLECTIVE BARGAINING

When certified by the Board, the bargaining authority or the employer or employees' organization may, by notice, require the other party to begin negotiations. Where there is a collective agreement in force, either party may, within two months before the date of its expiry, give notice to the other to begin negotiations for its renewal or revision or for a new agreement. In either case, negotiations must begin within 10 days after notice is given.

Where, in either case, notice has been given, the employer is forbidden, except in the ordinary course of operation, to increase or reduce wages or to alter any condition of employment without the consent of the bargaining authority until a collective agreement has been concluded; or, if the negotiations break down, until a Conciliation Board has reported to the Minister and the report has been submitted to a separate vote of the employers and employees concerned and 14 days have elapsed after the result of the vote has been reported to the Minister. If both votes favour acceptance of the report, no lockout or strike may legally take place. The Minister may direct that these votes be by secret ballot and be supervised by some person appointed by him but this is not mandatory. For changing any wages or conditions of employment contrary to this provision, an employer or any person authorized by him, is subject to a maximum fine of \$10 a day for each employee whose conditions were changed.

CONCILIATION

If collective bargaining has continued unsuccessfully for 15 days or more, the Minister, on the written request of either or if he considers it advisable, may appoint a Conciliation Officer, who, within 14 days or any longer time allowed by the Minister, must report to the Minister setting out the points on which the parties agree and those, if any, on which there is disagreement. If they cannot agree, the Conciliation Officer is to state whether he considers it advisable to appoint a Conciliation Board.

Such a Board may be appointed by the Minister on the recommendation of a Conciliation Officer or on his own initiative.

Two members of the Board must be nominated by the parties to the dispute

within seven days of the Minister's notice to them and the Chairman by the two representative members within five days of their appointment. Where the various parties fail to make their nominations within the allotted time, the Minister may make the appointments without nomination.

The Board is allowed 14 days to report its findings and recommendations to the Minister but it may have longer time if the parties agree to an extension of the time or the Minister grants it. A Board's report is to be sent to the parties and may be published as the Minister sees fit.

The powers and duties of a Conciliation Board, like its constitution, are very similar to those of Conciliation Boards under the Dominion Wartime Labour Relations Regulations (P.C. 1003). Except for the time-limits, they are similar to those set out in the Industrial Disputes Investigation Act.

The British Columbia Act stipulates that members of the Legislative Assembly may act as members of Conciliation Boards and be paid for their services without being disqualified as members of the Legislature.

If, before or after a Board's report, the parties agree to be bound by its recommendations, the agreement submitted to the Minister is to be deemed to be a reference to arbitration, the Board to be an arbitral tribunal for the purposes of provincial law, and the decision of the Board to be an award.

The parties to a dispute may agree to set up a Mediation Committee of their own and if the Minister approves the reference of the dispute to such Committee, the latter is to be considered for all purposes of the Act, except payment of the Chairman's remuneration and expenses, to be a Conciliation Board.

In addition to these provisions to aid the parties in composing their differences, the Act gives to the Minister power to have inquiry made into any dispute, actual or threatened. Like the authority conferred on the Dominion Minister by an Order in Council of June 6, 1941 (P.C. 4020), is the power given the British Columbia Minister to refer such a matter to an Industrial Inquiry Commission of one or more members. The Commission must investigate and report within 14 days or such longer time as the Minister may permit and a copy of the report is to be sent to the parties. It will have similar powers to those of a Conciliation Board to summon witnesses and to enter and inspect premises.

COLLECTIVE AGREEMENTS

Collective agreements are to be for a term of one year, and may not be terminated within that time except with the consent of

the Labour Relations Board. There may be no strike or lockout during the life of an agreement and every agreement must contain a provision for final settlement of all differences concerning its interpretation, application, operation or any alleged violation. Where an agreement, whether entered into before or after the passing of the Act, does not contain such a provision the Board, on the application of any party, must prescribe it. Every person bound by a collective agreement must do everything he is required to do by the agreement and refrain from doing anything that he is required to refrain from by the agreement.

A copy of an agreement must be filed with the Minister by each party to it.

The names and addresses of the officers and a copy of the constitution and by-laws of a trade union, employees' organization or employers' organization which is a party to an application for certification or to an existing collective agreement may be required by the Board to be filed.

STRIKES AND LOCKOUTS

The Act sets out the conditions under which strikes and lockouts are illegal and establishes penalties for illegal work-stoppages.

Strikes and lockouts are prohibited: during the life of a collective agreement; until the conciliation proceedings have been carried out in connection with a dispute arising in the course of collective bargaining or after an agreement has expired or been terminated or in the case of any dispute arising under any other circumstances. Only after a Conciliation Board has been appointed and its report has been sent to the parties, and after a vote has been taken of the employees or employers concerned on the question of the acceptance or rejection of the report and, further, until a Government-supervised ballot has been held on the question of a strike or lockout and a majority of the employees or employers who vote have voted in favour of a strike or lockout, may a stoppage of work be legally brought about.

The requirement for a secret ballot of the employees and employers on the question of a strike or lockout under the supervision of an officer appointed by the Minister was added to the original Bill by the Legislature. The Bill as introduced merely provided that no stoppage might occur until 14 days after employees and employers had voted by secret ballot, under the Minister's supervision, on the findings of a Conciliation Board. No strike vote was required.

Another prohibition imposed by the Act is taken from the Dominion Wartime Labour

Relations Regulations. No union, employees' organization or person authorized by either may support, encourage, condone or engage in any activity which is intended to restrict or limit production, but this provision is not to apply to any act or thing required by a collective agreement for the safety or health of employees. For an offence under this section an individual is liable to a maximum fine of \$50, and a corporation, trade union, employees' organization or employers' organization to a maximum fine of \$125.

ENFORCEMENT AND PENALTIES

No prosecution for violation of the Act may be undertaken except with the Minister's written consent. Before giving his consent, the Minister may require the Labour Relations Board or a Conciliation Officer to investigate and report to him.

If in any legal proceedings a question arises which is within the scope of the Labour Relations Board's powers and it has not been decided by the Board, the Court must stay proceedings until the Board decides the question.

Penalties provided for offences under the Act, in addition to those already mentioned, are: for employers or their representatives who cause a lockout and trade unions or employees' organizations or their representatives who authorize or call a strike a maximum of \$125 a day in the case of employers and trade unions or employees' organizations and \$50 a day in the case of individuals. For refusal or failure to bargain collectively fines of \$25 for individuals and \$125 for corporations, trade unions, employees' or employers' organizations are to be levied. For attempting during working hours on the employer's premises to persuade a worker to join or not to join a union the maximum fine for individuals is \$50 and for corporations, trade unions, employees' organizations or employers' organizations, \$125. The same penalties are laid down for refusal or neglect to supply any information required or for refusal or failure to comply with a Board order. These penalties are half those provided in the Bill as introduced. For any act prohibited by the statute or for refusal or neglect to do anything required by it, the maximum penalties are \$50 for individuals and \$250 for corporations, trade unions or employers' organizations. Any officer or representative of an organization of employees or employers, a corporation or trade union who assented to the commission of an offence by the organization, corporation or union is a party to and guilty of the offence.

Wages

New sections were added to both the Male and Female Minimum Wage Acts stipulating that an employer who is required by the Board of Industrial Relations to pay to his employees the difference between the wages paid and the minimum wage and who is unable to find any employee to whom such difference is payable may pay the sum to the Board and so discharge himself of any further obligation. If the Board cannot find the employee within a month the money must be remitted to the Minister of Finance to be held in trust for the employee.

A similar section was added to the Semi-monthly Payment of Wages Act, 1939, which applies to mines, factories, shipyards, electrical plants, logging, construction and the fishing industry, providing, as above, for payment of such wages as are in arrears, according to the provisions of the Act, to the Board or to the Minister of Finance to be held in trust.

Sections of the Female Minimum Wage Act are struck out which limited the number of inexperienced workers over 18, other than apprentices, who hold special licences to one-seventh of the total number of employees in any establishment and restricting to 35 per cent of the total the aggregate number of such employees and of those under 18.

Factories

An amendment in the Factories Act permits factories to be exempted in writing by the inspector from the provision that employers must allow young girls and women not less than one hour at noon of each day for meals. As regards overcrowding, the Act has required the posting of notices specifying the number of workers allowed to work in each room; it now stipulates that not less than an average of 300 cubic feet of space must be provided for each worker in a room.

Repealed are sections of the Act dealing with hours of girls or women, permitting exemptions and requiring the keeping of a register of women employed. These are now covered by the Hours of Work Act. Other changes include those consequent on the Hours of Work Act and the Control of Employment of Children Act, 1944.

Shops

The Shops Regulation and Weekly Half-holiday Act has been amended by replacing "half-holiday" by "holiday".

Shops and stands for the sale of vegetables have been removed from the businesses exempt from the weekly holiday provisions and the section is repealed which prohibited

any worker being employed in a bake-shop, except with the inspector's written permission, on Sunday, or more than 12 hours in a day on more than 60 in a week.

The Act now permits a municipal council by by-law to set aside a whole day each week as a holiday for any class of shops during the whole or any part of each year. No occupier of a shop in that class may allow an employee to be in the shop on any part of such day. A repealed section of the Act provided for a weekly whole-day holiday on petition of not less than three-fourths of the licensed occupiers of any class or classes of shops within the municipality.

Another amendment allows a municipal council 60 days instead of one month before making an early closing by-law after receiving an application from at least three-fourths of the occupiers of any class of shops.

As amended in 1946, the Act stipulated that a by-law requiring the closing of garages, repair-shops or service-stations should permit as many of such places as are necessary for the accommodation of the public to remain open after the appointed closing hour, those remaining open to be nominated in writing by three-fourths of the occupiers of such workplaces, or, failing such nomination, appointed by the council. A new subsection stipulates that the Vancouver City Council in any such by-law must make the provision it considers necessary for the accommodation of the public with respect to service required after closing time.

When Christmas Day falls on a Thursday, Friday or Saturday, or when two or more of the public holidays enumerated in the Act, other than Christmas Day and the day following, occur in the same week, the provisions of the Act with respect to the closing of shops or a weekly holiday are not to apply.

New sections authorize the Government to make regulations requiring an employer to provide a rest-room for the women employed in the shop and to allow them to spend rest-periods there, at such times and of such duration as the regulations prescribe. The penalty for violation of such regulations is the same as for most other infractions of the Act, a fine of not less than \$20 and not more than \$50.

Holidays with Pay

"Working-year" in the Annual Holidays Act, 1946, the qualifying period, has been changed to not less than 250 days of actual work, instead of 280 days as originally provided. "Calendar year" is defined as "a period of one year, commencing on any day in the year"

and "working year" as "one calendar year's continuous service, comprising not less than two hundred and fifty days of actual work".

Holidays due or accruing due or their equivalent in wages under the Act are deemed to be wages payable to employees for work done. Another addition is a section identical with those inserted in the Minimum Wage Acts providing for unpaid holiday wages being held in trust by the Board of Industrial Relations for employees who cannot be located.

Boiler Inspection

A number of amendments were made in the Boiler Inspection Act.

"High-pressure heating plant", as defined in the Act, is a steam-plant in which no engine is used, in which the working-pressure exceeds 30 pounds per square inch, and the capacity of the steam-boiler does not exceed 50 h.p.

"Pressure-vessel" is now defined as any vessel or appliance with a cubic capacity of more than one and one-half cubic feet in which steam, gas, air or liquid is contained above 15 pounds pressure and which is used in an industry within the scope of Part I of the Workmen's Compensation Act.

With respect to the inspection of steam boilers during their construction, the fee continues to be 10 cents per h.p. but it is now stipulated that the minimum must be \$5. Another amendment makes it clear that the fee for inspection of a pressure-vessel when designed for a working pressure of 1,000 pounds is \$5 and where the working pressure is to be over 1,000 pounds and up to 2,000 pounds, \$10.

Changes were made with respect to the qualifications for engineers. A first-class engineer must be qualified to take charge of any power-plant; a second-class engineer, a steam-plant up to 900 h.p. and to act as second or assistant engineer of any steam-plant; third-class, a steam-plant up to 450 h.p. and, as assistant, up to 900 h.p., or to take charge of any low-pressure heating plant; and fourth-class, a steam-plant up to 100 h.p., as assistant up to 450 h.p., and a low-pressure heating plant up to 150 h.p. As before, an engineer with a temporary certificate must be qualified to take charge of the steam-plant mentioned in his certificate and no other. An engineer with a special certificate is authorized to take charge of a low-pressure heating-plant up to 75 h.p., a high-pressure heating plant up to 50 h.p., a logging donkey or other type of steam-plant which may be provided for in the regulations. Where two or more engineers are employed in any steam-plant, one must be designated as chief engineer, and the others

must work under his direction. No person without an engineer's certificate may fire or raise steam on any steam-boiler unless an engineer is present. An engineer in charge of a steam-plant or shift must not leave the plant for more than 15 minutes while it is operating, unless relieved by another engineer, or attend to other duties which will endanger the safety of the plant.

It is now provided that, in cases where an engineer's certificate is not granted, the candidate may again be examined on payment of half-fee. Previously, no further fee was required for a re-examination.

Higher qualifications are now required of a candidate for appointment as Inspector of Steam-boilers. He must (1) be a Canadian citizen and have resided in British Columbia for at least two years; and (2) have had four years' experience as a practical machinist and three years as engineer of a steam-plant of not less than 750 h.p.; or (3) have graduated in mechanical engineering from a university approved by the Board and have had two years' experience as engineer of a steam-plant of not less than 750 h.p., and in either case have passed a satisfactory examination. Previously, the Act required five years' practical experience or two years' experience and a degree in mechanical engineering.

Teachers

Amendments in the Public Schools Act, effective April 1, 1947, provide for compulsory membership of all British Columbia teachers in the British Columbia Teachers' Federation. Present and future teachers in the Province are required to be members of the Federation, but not required to join the organization are: (1) a teacher who notifies the general secretary of the Federation within six months after the passing of the Act of his desire to be excluded; or (2) a student enrolled in teacher training classes who notifies the general secretary within six months after being appointed as teacher of his desire to be excluded; or (3) a teacher on leave of absence by reason of illness, further study or service in the Armed Forces and who similarly notifies the Federation within six months after returning to classroom duties; or (4) a person teaching only in a night school. The executive committee of the Federation is given authority to suspend or expel any teacher from membership but any teacher so suspended or expelled may appeal from such decision of the Federation to the Council of Public Instruction.

Co-operatives

Amendments in the Co-operative Associations Act prohibit the use of "co-operative" or of any abbreviation of the word in the name of any corporation or firm other than that of an association under the Act; empower co-operative associations to subscribe to, become members of, co-operate with, or hold shares in, a credit union; provide penalties for breach of a co-operative marketing contract; and stipulate that any person who uses to catch fish a fishing vessel owned or controlled by another person engaged in the fishing industry is not bound by a co-operative marketing contract to sell or deliver such fish through an association.

Bill Not Passed

A Bill to amend the Trade-unions Act failed to pass. It would have prohibited an

application to a Court for an injunction in a labour dispute, except with the consent of the Minister.

Resolutions

A motion was agreed to on March 26 urging that a conference be held of all Provinces, or of the Provinces which have signed taxation agreements, for the purpose of implementing the social security measures presented to the Dominion-Provincial Conference in August, 1945.

The Legislature on April 3 defeated a resolution requesting the Dominion Government to amend the Old Age Pensions Act to remove the means test, to raise the maximum pension in line with increased living costs, and to reduce the age at which persons become eligible for pension to 65 for men and 60 for women.

Manitoba

Holidays with Pay

The Vacations with Pay Act, to be administered by the Manitoba Labour Board, is the first statutory provision for holidays with pay for workpeople in the Province. It provides for a week's holiday for employees in every industry, business, trade and occupation except farming, ranching and market gardening, and except railway and express companies under Dominion jurisdiction. The Act includes domestic workers in private homes but excludes independent contractors. It applies also to His Majesty in right of Manitoba and to every Government-appointed board, commission, association or similar body in the Province and to the University of Manitoba.

A worker becomes entitled to an annual paid holiday on completion of a year's service with an employer, and he must be permitted to take it within 10 months after qualifying. Not less than 95 per cent of the regular working hours during a continuous 12-month period constitutes a year's service, but not to be included are the holiday week and periods, not totalling more than 30 working days, consisting of authorized absences and time lost on account of illness certified by a medical practitioner.

If a public holiday occurs during the holiday week, one working day is to be added to the annual holiday.

The 12-month qualifying period is deemed to have begun on the latest of the following dates: (a) one year immediately before April 26, 1947, the date of the coming into force of the Act; (b) the date of entering employment with the employer; or (c) the

date on which a worker became entitled to an annual holiday under any Act, custom, agreement or under his contract of service.

Holiday pay must equal the wages that a worker would earn during the entire holiday week at the prevailing rate at the beginning of the holiday, and, where meals, lodging or an allowance in lieu of meals or lodging are provided as part of a worker's remuneration must include an amount equal to their money value for the week. The cash value of board, lodging or both is the amount actually deducted from wages of an employee by his employer, or, where no deduction is made, the amount agreed upon between employer and employee or stipulated in minimum wage regulations. Where a worker works on an incentive basis his holiday pay must be calculated on his average weekly production during the six months immediately before the beginning of his holiday.

Holiday wages must be paid not later than the day before the holiday begins, but if a worker who is paid semi-monthly or less frequently agrees, the employer may give him his holiday pay at the time of the regular payment of his wages. Repayment of any holiday pay by an employee is strictly forbidden.

If a worker leaves his employment after having worked at least 95 per cent of the regular working hours of the previous 11 months or more he is entitled to the holiday pay which would be due to him after completing a year's service.

Where a plant is shut down for a holiday period, an employer must give to workers not

yet entitled to a holiday an opportunity to earn wages, or a holiday of not more than one week, with or without pay, as may be prescribed in the regulations. Regulations may require the employer to file with the Board a report setting out what provision he proposes to make for such employees and empower the Board to approve the report or alter it as it deems reasonable. As introduced, the Bill provided that a worker who had less than a year's service should be given an opportunity to earn wages by doing maintenance, repair, clean-up or other work about the plant while it was closed.

The Act does not affect any more favourable conditions as to paid holidays laid down in any Act, agreement or contract of service or established by custom, but any less favourable provisions are invalid.

Questions as to whether holiday conditions are more or less favourable to employees, the date on which a worker is entitled to begin a holiday, holiday wages or the application of the Act to any person may be referred by either employer or employee to the Labour Board whose decision is to be final and binding on all persons concerned.

The Act requires every employer to whom the Act applies to keep a holiday book in which he must record any information which may be required by regulation. The holiday book may be incorporated with any other holiday or wages book required by any other Act of the Legislature.

The Minister or any person authorized by him may inspect the vacation record and require the employer to verify entries on oath and to furnish any necessary further information.

Penalties are provided for contravention or neglect of or failure to comply with the Act, regulations or any Board order, for making a false statement or for interfering with the Minister or his representative in the exercise of the powers conferred upon him by the Act or regulations. For a first offence the fine is not more than \$50 or, in default, imprisonment for not more than 10 days, and, for a subsequent offence, not less than \$25 or more than \$100 or, in default, imprisonment for not more than 30 days.

The Lieutenant-Governor in Council may make regulations as may be necessary for the carrying out of the Act.

Motions in the Legislature to provide for a two weeks' holiday after one year's employment and to provide for two weeks after two years' service were voted down.

War-time Labour Relations

The Manitoba War-time Labour Relations Regulations Act, 1944, which applied the Dominion Regulations (P.C. 1003) to industries in the Province which are ordinarily within provincial jurisdiction was amended by two new statutes. One authorizes the Lieutenant-Governor in Council to declare by proclamation that the regulations, as amended by the Act, shall be in effect from such date as may be fixed in the proclamation.

Another section of this amending Act, which is to come into force on proclamation, makes provision for payment to members of conciliation boards of such remuneration as may be fixed by the Lieutenant-Governor in Council and such out-of-pocket expenses as may be approved by the Comptroller-General.

This Act permits the Lieutenant-Governor in Council by proclamation to declare that any future Dominion Act or Order in Council dealing with labour relations shall apply to employers whose undertakings extend across the boundary between Manitoba and another province and the operations of which are carried on in both provinces.

This last provision relates particularly to the Hudson Bay Mining and Smelting Company whose premises are on the Manitoba-Saskatchewan boundary. A Bill to bring the Company's undertakings within Dominion law has received third reading, and will be noted in the next issue of the *LABOUR GAZETTE*.

Under the other Act the Minister of Labour for Manitoba, with the approval of the Lieutenant-Governor in Council, may enter into an agreement with the Dominion Minister of Labour for the administration of any Dominion Act or Order which has been declared by the Province to apply in place of P.C. 1003, insofar as such administration relates to matters or persons subject to the exclusive legislative jurisdiction of the Province.

Labour Relations

A new section has been added to the Department of Labour Act providing for the establishment of the Manitoba Labour Board which is to replace the Regional War-time Labour Relations Board. The new Board is to be equally representative of employers and workers and to consist of three or more members, of whom one is to be named as chairman. Each member is to hold office for the term fixed by the Lieutenant-Governor in Council. The Government may also appoint a person, who is not a member of the Board and who may be the registrar, to

act as vice-chairman. The latter while acting during the absence or illness of the chairman or for any other reason is to be a member of the Board.

Subject to the Lieutenant-Governor in Council's approval, the Board may make by-laws and rules for the conduct of its business. It is to hold regular meetings and may also meet at any special time on request of the Minister, at the call of the chairman or on the written request of two members addressed to the chairman. Other provisions set out further powers and duties of the Board and provide for the remuneration of its members.

Shops

Gasoline service stations were added to the classes of shops covered by the Shops Regulation Act. The shop-closing provisions of the Act are declared to apply and to have applied to Winnipeg and St. Boniface, and the provisions of the charters of those cities applicable to by-laws, including penalties which may be imposed, are to apply to by-laws passed under the Act. This enactment follows the decision of the Manitoba Court of Appeal that a Winnipeg by-law requiring the closing of service stations was *ultra vires*.

The amending Act authorizes a municipal council to enact a by-law providing a plan of closing whereby one or more service stations in the municipality, selected in rotation, or a certain class or classes of service stations as defined in the by-law, may remain open while all other service stations are required to be closed. This provision applies to any city, including Winnipeg and St. Boniface, and to any town, village, suburban municipality or municipal district, and to any rural municipality other than a suburban municipality which enters into an agreement with an adjacent city, town or village for the enactment of a uniform by-law. "Suburban municipality" is defined to include St. James, Fort Garry, St. Vital, East Kildonan and West Kildonan. Any city, town, village or suburban municipality may also enter into an agreement with any other adjoining city, town, village or rural municipality for a uniform by-law, and such by-law must not be amended or repealed during the term of the agreement except in accordance with the agreement or by unanimous consent of all parties.

A by-law requiring the closing of service stations must be made by a municipal council within a month after receiving an application signed by not less than three-fourths of the occupiers of the service stations in all the municipalities or parts of municipalities to which the agreement applies, whether or not the application is signed by three-fourths of the

occupiers in each municipality or part of a municipality. With respect to a rural municipality the by-law may be enacted only in cases of agreement with a neighbouring city, town or village. A by-law enacted by the council of a rural municipality may apply only to a part of the municipality.

Another amendment provides that the council of a rural municipality, incorporated village or town may by by-law require any class or classes of shops to be closed between 12 noon and 6 p.m. on one day a week, the day to be fixed in the by-law, during the whole or any part of the year. The Act previously declared Thursday to be the day of the weekly half-holiday.

Old Age Pensions

An amendment in the Old Age and Blind Persons' Pensions Act authorizes the Lieutenant-Governor in Council to make any orders necessary to put into effect any Dominion Old Age Pensions Act enacted in 1947 or any regulations or any agreement made under such legislation which provides for an increase in the maximum pension or for a change in the amount of a pensioner's allowable income.

Other sections, in force by proclamation on May 14, repeal certain amendments which were made to the Act in 1943. These provided for the payment of a supplementary allowance of \$1.25 per month to each resident pensioner who qualified for a pension in Manitoba. Also revoked are regulations under the Act, gazetted December 4, 1943, and effective from September 1, 1943 (L.G., 1944, p. 107) which related to the amount of pension payable under the agreement made between the Dominion Government and the Manitoba Government on September 1, 1943, providing for a wartime increase not exceeding \$5 a month in old age and blind pensions, and which laid down the conditions under which the supplementary allowance of \$1.25 a month was to be paid.

Credit Unions

An amendment in the Credit Unions Act, 1946, requires each union on filing its annual statement to pay a fee of such amount as may be set by the Lieutenant-Governor in Council, and for failure to file the return on time to pay a penalty of one dollar for each period of three months in default, beginning with March 1 in each year.

Miscellaneous

An amendment in the Public Schools Act stipulates that the School District of Winnipeg

No. 1 may by by-law provide for cumulative sick leave for its employees other than teachers, not in excess of cumulative sick leave granted by the City of Winnipeg to its employees.

The payment of pensions for municipal officials at 65 for men and 60 for women was provided for by an amendment in the Municipal Act. A Canadian Government annuity is to be provided for clerks, treasurers or secretary-treasurers, the cost to be borne jointly, but Winnipeg, St. Boniface and Brandon are excluded. A by-law may be passed to apply this pension plan to any other municipal officer or employee holding office on January 1, 1947, or appointed after that date.

The Brandon Charter was amended to provide for a contributory pension or super-annuation plan for city, parks board and public library employees, and to authorize the city to enter into housing agreements with Wartime Housing Limited.

A further amendment in the Municipal Act provides that "relief" does not include benefits under the Unemployment Insurance Act, 1940 (Canada) nor, as previously, hospitalization, mothers' allowances or pensions.

The Relief Debt Adjustment Act provides that, if the Dominion Government writes off or otherwise discharges part of the debt of the Government of Manitoba to the Dominion Government which was incurred for expenditures for unemployment relief, the Lieutenant-Governor in Council is to apportion among the various municipalities who have borrowed from the Manitoba Government for relief purposes one-half of the amount to be written off.

Amendments in the Highway Traffic Act repeal sections which were added in 1943. These provided that, for the duration of the war, boys of 14 and over might be licensed to drive farm trucks and high speed tractors and boys of 16 and over might be licensed as chauffeurs to drive motor vehicles other than public service vehicles and trucks with a carrying capacity of one ton. The previous minimum age of 16 in the former case and of 18 in the latter again apply.

The Garment Manufacturers' and Employees' Fund Act sets up a corporation, composed of employers who are members of the Garment Manufacturers' Association of Western Canada and Local 459 of the Amalgamated Clothing Workers of America representing their employees, to administer a fund to be used in cases of illness or death of workers or their dependents. Employees and workers are to contribute equal amounts.

Resolutions

A motion of March 13 to request the Government to have the Workmen's Compensation Act subjected to review and amendment in 1947 and at two-year intervals thereafter instead of the customary five-year periods was defeated by a vote of 37 to 17.

A resolution defeated on April 17 urged the Government to issue instructions to employers and employees affected by Manitoba law to continue the practice instituted by the Dominion Government under P.C. 2796 of April 24, 1945, of giving seven days' notice of separation from employment.

Several resolutions had to do with old age pensions. A motion was carried on April 24, requesting the Federal Government to amend the Old Age and Blind Persons' Pensions Act to provide the scale of pensions set out in its proposals at the Dominion-Provincial Conference in 1945, and to implement as soon as possible in the provinces which have entered into tax agreements with the Dominion Government such social security measures as were proposed at that time.

A defeated resolution requested the Federal Government to amend the Act to provide pensions of not less than \$50 a month at 65 without a means test, and free medical, dental, optical and hospital care, the entire cost to be paid from the Dominion Treasury. Another proposed amendment called for pensions of \$50 a month on the basis of the social security program proposed by the Dominion Government in 1945.

A resolution defeated on April 17 requested the Government to increase by \$10 a month old age and blind persons' pensions with a corresponding increase in the maximum income allowable until the Dominion Government should assume full responsibility for old age and blind pensioners.

The Legislature on April 24 voted down a motion urging an increase in mothers' allowances benefits in line with the increased cost of living, the raising of the eligible age to 16 and, in cases where the child is attending school, to 18, and the widening of the application of the Act, but agreed to the resolution, as amended, approving the present rate of benefits paid and requesting the Government to survey the situation as to the actual need of raising the eligible age to 16.

Bills Not Passed

A Private Member's Bill which would have limited hours of work of employees in "industrial undertakings" to eight in a day and 40 in a week failed to pass second reading. The Bill defined "industrial under-

taking" as every establishment and undertaking and all work in or about any industry; and any establishment, undertaking or work in or about any business, trade or occupation which may be prescribed by regulations.

A Bill, withdrawn after first reading, and similar to one introduced during the 1946 legislative session, would have prohibited discrimination on the ground of class, race, creed or ethnic origin against any class of person in the matter of employment,

membership in a trade union, or professional society, in respect to admission to educational institutions, and by hotels, theatres, etc. A second Bill presented by the same member, which also failed to pass, set out certain civil rights of every person and class of persons, including the right to obtain and retain employment, and provided penalties for acts of discrimination which interfered with those rights.

Recent Regulations under Provincial Legislation

AMONG the more important Orders described this month is one in Quebec permitting, on certain conditions, women and boys under 18 to be employed on a two or three-shift system. Revised minimum wage regulations in Saskatchewan do not materially change the weekly rates fixed in July, 1946, but make them applicable to the 44-hour work-week provided by the Hours of Work Act, 1947, and require payment of wages for eight public holidays.

Alberta Public Service Pension Act

By Order in Council of May 6, gazetted May 15, the Public Service Pension Act, 1947, which enacts new provisions relating to pensions for Government employees, was declared to apply to the members of the Alberta Workmen's Compensation Board and to persons employed by the Board otherwise than temporarily. The Act requires contributions from employees of five per cent of their salaries and by the Government of at least an equal amount.

The Workmen's Compensation Board instead of the Provincial Treasurer is to make the deduction from its employees' salaries and instead of a contribution from the Government the required amount is to be paid from the Accident Fund.

The Board is to determine questions as to whether any person is an employee, or regarding salary or pensionable service, but any other question as to the application of the Act is to be submitted to the Lieutenant-Governor in Council for final decision.

British Columbia Hours of Work Act

Working hours of persons employed on three Government road-building projects have been extended by three Orders (32, 32A and 32B) made by the Board of Industrial Relations on May 21 and gazetted May 22. The maximum hours permitted by the Act are eight and 44, but the Board may allow temporary exceptions in cases of exceptional

pressure of work. From May 22 to November 15, inclusive, workers employed on the Pine Pass Highway and the Hope-Princeton Highway may work nine hours in a day and 54 hours in a week, and on the Princeton-Kaleden Highway 10 hours in a day and 50 hours in a week.

British Columbia Male Minimum Wage Act

Male office workers in logging camps are declared exempt from the overtime provision of the minimum wage order covering logging, No. 1 (1947), which requires time and one-half the regular rate to be paid after eight hours in a day or 44 in a week (L.G., 1947, p. 198). The amending Order of May 21, gazetted and effective May 29, is to remain in force to December 31, 1947.

Ontario Adolescent School Attendance Act

Regulations of April 19, gazetted May 24, lay down rules for exempting children of 14 and 15 years of age from school attendance and granting them home permits or employment certificates. The Act does not require a child of these ages who resides in a rural district and whose services are needed in the home or on his parents' farm to attend school and such children do not have to obtain home permits or employment certificates.

An applicant for a home permit or an employment certificate must appear before his school attendance officer and submit an application in the form prescribed properly completed by his parent or guardian, evidence of age, and, for an employment certificate, a promise of employment in the form prescribed signed by his prospective employer. The school attendance officer must investigate carefully the home and employment conditions of the applicant and prepare a report in the prescribed form. Where the permit or certificate is granted, the officer must deliver it to the parent or employer, as the case may be, and notify the teacher or

principal of the school in which the adolescent is enrolled. He must also keep an employment record according to the form prescribed for every adolescent to whom he has granted a permit or certificate and report monthly to the school board and annually to the provincial School Attendance Officer the number of permits and certificates he has granted. The provincial Attendance Officer is to supervise the issue of permits and certificates. School inspectors must notify the attendance officer of any persistent non-compliance with the Act and, upon request, issue a card of legal discharge from school to the parent or guardian of any adolescent at least 16 years of age who has fulfilled the requirements for school attendance.

Ontario Minimum Wage Act

All female employees of companies owning or operating a telephone system, switchboard or exchange, except those serving fewer than 300 subscribers, are now covered by the new Minimum Wage Order applying to all women workers in the Province, except domestic servants (L.G., 1947, p. 697), which became effective June 1. The earlier telephone Order of November 1, 1935, was not rescinded when other Orders were revoked by the June 1 Order. By an amendment of June 2, gazetted June 21, the telephone Order was repealed and telephone workers placed under the general Order.

Ontario School Attendance Act

This Act requires a child under 14 to attend school but permits him to be absent for not more than six weeks in any school term if his services are required in husbandry or in urgent and necessary household duties or for the necessary maintenance of himself or of some person dependent upon him. Regulations, made on April 19 and gazetted May 31, set out the qualifications of school attendance officers, and the duties of appointing bodies, provincial school attendance officer, principals and inspectors; provide for employment certificates and prescribe the form of such certificates as well as of the reports and applications required by the Act.

Ontario Workmen's Compensation Act

New regulations under the above Act provide for the establishment of the Workmen's Compensation Board Superannuation Plan. The regulations, approved on April 17 and gazetted May 3, set out conditions for membership in the plan, provide for contributions to the Fund by the Board, its members and employees and prescribe the conditions under

which pensions are to be paid. Tables set out the annual contribution rates for new employees according to age and the percentage of pension payable at earlier than normal retirement-age.

Quebec Industrial and Commercial Establishments Act

Women and boys may now be employed on shift-work provided their daily hours do not exceed eight and do not extend beyond midnight.

The Regulations under this Act were amended by Order in Council of May 16, gazetted and effective May 24, to allow the Chief Inspector, at the employer's request, and under conditions the inspector may determine, to grant a permit for the operation of a two or three-shift system in an industry in which boys under 18 and women are employed. The Act permits these classes to be employed only on a single shift between 6 a.m. and 9 p.m. or on one of two shifts between 6 a.m. and 11 p.m. but it authorizes the Lieutenant-Governor in Council to exempt establishments from any of its provisions.

The permit must indicate the employer's name and address; the number of male and female workers on each shift, classified as to sex and age, from 14 to 16 and from 16 to 18; meal intervals and rest periods, if any; and any other working conditions the inspector considers necessary. A permit may be revoked and the conditions under which it was issued may be changed by order of the Minister.

Within three days after issuing a permit, the inspector must forward one copy to the Minister and two copies to the employer. The latter is required to sign and return one copy, thus making himself responsible for the information given and for the observance of the conditions under which the permit was granted.

For a meal at least 30 minutes must be allowed in each shift of five hours or more.

Before or after granting a permit, the Minister may, if he deems it advisable, have an industrial hygiene physician investigate conditions in any establishment with respect to hygiene, ventilation, lighting, temperature, humidity, dietetics, industrial fatigue and other matters, and on the basis of such enquiry an establishment may be classified as unhealthy, inconvenient or dangerous.

In industries which the Minister considers unhealthy, inconvenient or dangerous, on the advice of the hygienist, the Chief Inspector may require one or two rest periods, of such length of time as he may fix, apart from the meal period.

Order in Council No. 1640 of May 10, 1946 (L.G., 1946, p. 1649), is rescinded which permitted the Minister to set the time to be allowed for meals when work was arranged in shifts.

Quebec Minimum Wage Act

Two more minimum wage Orders (Nos. 22 and 34) governing bricks and building blocks manufacturing and ice industry and trading in Quebec city and district have been repealed by an Order in Council of June 11, gazetted June 21.

Saskatchewan Hospitalization Act

As a result of a 1947 amendment empowering the Lieutenant-Governor in Council to reduce for any class of persons the six-months residence requirement under the above Act, the regulations have been amended by an Order in Council approved on April 22 and gazetted May 3. Conditions are now laid down under which are eligible for benefits persons temporarily residing outside the Province or moving from an area in the Province where they are exempt from taxation and benefits under the Act to an area in which they are payable.

Saskatchewan Minimum Wage Act

Revised minimum wage Orders, effective June 30, reproduce, in the main, the minimum weekly rates put in effect on July 22, 1946 (L.G., 1946, p. 995), but make them applicable to a 44-hour week instead of a 48-hour week in cities and in factories, shops and offices in smaller towns and villages. Workers must be paid for eight public holidays and if they are required to work on such days, they must be paid their regular wages plus time and one-half the regular rate. Slight increases are made in rates for janitors and caretakers and for persons, such as long-distance truckers, who in the course of their duties travel between two or more cities, towns or villages which are at least 10 miles apart. Employees of hospitals, nursing homes and educational institutions who were previously included in the Order covering hotels and restaurants have now been given a special Order. Other revisions are consequent on the Hours of Work Act, 1947, which becomes effective July 1 and which limits working hours to 44 in a week with time and one-half for overtime in cities, in all factories in the Province, and in offices and shops in any part of Saskatchewan to which the Minimum Wage Act applies.

The Orders were made by the Minimum Wage Board on May 20, approved by Order

in Council on May 23, and gazetted June 14. All earlier Orders (1 to 8) are rescinded.

PUBLIC HOLIDAYS

Specific authority to make Orders fixing the minimum wage to be paid for public holidays was given the Minimum Wage Board at the recent session of the Legislature, following a Regina Magistrate's decision that the Board had no power to require payment for public holidays when no work was done.

On July 22, 1946, payment was first required for public holidays but the stipulation was that a worker who had been employed by the employer for at least six months was to be paid for work done on a holiday or part of a holiday at the regular rate increased in the proportion which the hours worked on the holiday bore to the normal work-week. The holidays were New Year's Day, Good Friday, May 24, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day, together with any civic holiday and a weekly half-holiday prescribed by statute or civic by-law.

Employees who work 32 hours or more in a week containing a public holiday in all workplaces in cities, in factories, shops and offices in towns and villages (36 hours or more in other workplaces in the eight larger towns and in the 49 smaller places listed in the Orders) must be paid for the holiday one day's wages at the regular rate whether they work or not. Remembrance Day has been added to the seven holidays listed above but local holidays have been dropped. For work on a holiday a full day's wages and, in addition, one and one-half times the day's wages must be paid for all time worked by employees, with the exception of those in hotels and restaurants and in hospitals, nursing homes or educational institutions. The latter classes, in addition to one day's wages must, as before, be given regular pay for every hour or part of an hour worked, or be granted, without reduction of wages, equivalent time off within four weeks after the holiday.

Employees who work less than 32 hours in a week or less than 36, as the case may be, must be paid for the holiday the same proportion of a day's wages as the number of hours worked bears to 32 or 36, and are subject to the same provisions as the above with regard to work done on a holiday.

NEW ORDERS

Instead of eight Orders, as before, there are now 16, divided into three main groups, three covering cities and the area within a five-mile radius; four applying to eight

larger towns, Canora, Estevan, Humboldt, Kamsack, Lloydminster, Melville, Shaunavon and Wynyard and their vicinity; and four covering 49 smaller towns and villages and a five-mile radius. Previously, cities and the eight larger towns were grouped together.

The city Orders are:—

(1) General, including factories; (2) Hotels and restaurants; and (3) Hospitals, nursing homes and educational institutions.

Orders covering the larger towns are:—

(4) Factories, shops and offices; (5) Miscellaneous; (6) Hotels and restaurants; (7) Hospitals, nursing homes and educational institutions.

The Orders for smaller towns and villages are:—

(8) Factories, shops and offices; (9) Miscellaneous; (10) Hotels and restaurants; (11) Hospitals, nursing homes and educational institutions.

The minimum rates fixed on July 22, 1946, remain in effect for all these workplaces. Other Orders govern amusement places, long-distance truckers, janitors and caretakers, lumbering and summer resorts. Changes in these are noted below.

For part-time workers employed to operate horse-drawn or motor vehicles, a new section in the general Orders and those dealing with factories, shops and offices fixes a minimum of at least 60 cents an hour.

HOTELS, RESTAURANTS AND HOSPITALS

In the new hotels and restaurants Orders and in the three hospital Orders, which exclude registered nurses, it is provided that a female who does not reside on the premises must not begin or finish work between 12.30 a.m. and 5 a.m., instead of between 12 midnight and 5 a.m., as formerly, and that workers must be allowed at least half an hour, exclusive of working hours, for meals eaten on the premises and one hour for meals not consumed on the premises.

LONG DISTANCE TRUCKERS

A new Order (No. 13) provides a minimum of 60 cents an hour for any employee who regularly travels in the course of his duties to two or more cities, towns or villages at least 10 miles apart. Previously, the general orders applied to any worker whose duties required him to travel in or through or within a radius of five miles of any city, town or village of over 500 population, and these provided a minimum of \$18.50 and \$16 for full-time workers and 50 cents an hour and 40 cents an hour for part-time workers, according to the size of towns.

JANITORS AND CARETAKERS

Order 14 governs janitors and caretakers in one or more buildings used exclusively for residential, office or commercial purposes in any city or town of over 500 population and within a five-mile radius.

The new minimum for these workers working full time, that is 48 hours or more, is \$24 a week. The former rate was \$18.50 for more than 36 hours in a week.

For part-time workers, the rate remains the same, not less than 50 cents an hour, but this applies to workers employed for less than 48 hours a week instead of less than 36 hours. The new Order, unlike the earlier one, does not include charwomen.

SUMMER RESORTS

The only change made in this Order (No. 16), which applies from June 15 to September 15 inclusive in each year, was to relate it to five instead of seven summer resorts. These are Carlyle Lake, Kenossee Lake, Katepwe, Regina Beach and Waskesiu.

HOURS OF WORK AND OVERTIME

Orders 1-11 inclusive provide for payment of time and one-half for overtime but "overtime" is defined differently.

In the rescinded Orders minimum rates applied to "the normal work-week" which was defined as 48 hours or the number of hours customarily worked in an establishment in a week, if less than 48. For work beyond the normal work-week, time and one-half the regular rate was required to be paid to any worker earning not more than \$35 weekly in the cities and larger towns and to workers paid \$30 or less in a week in smaller towns and villages.

The new Orders covering all workplaces in cities and the two Orders applying to factories, shops and offices in towns and villages define "full-time employee" as a worker whose weekly hours are not less than 36 nor more than 44, and a "part-time employee" as one working less than 36 hours. In these Orders "overtime" is time worked beyond eight hours in a day or 44 hours in a week, except for a week which contains a public holiday in which case overtime is time worked beyond 36 hours. The proviso is added, however, that the Lieutenant-Governor in Council may exempt any industry or undertaking from the Act for such period of time or season of the year as may be necessary or expedient. It is also stipulated that time and one-half is not payable where in order to have a five-day week, work consists of nine hours in a day but not more than 44 in a week, or where shift-workers work more than eight hours in

a day or 44 in a week but over such period of weeks as may be prescribed by the Minister not more than an average of eight or 44.

The Orders applying to hotels, restaurants, hospitals, etc., and other workplaces in towns and villages stipulate that "full-time employees" are those working not less than 37 nor more than 48 hours, and "part-time employees" as those working less than 37 hours in a week. In these Orders, overtime

is time worked beyond 48 hours, or in a week containing a public holiday, beyond 40 hours.

There is no provision for overtime pay for truckers, janitors or caretakers, lumber workers or persons employed in summer resorts, but workers in cities in bowling alleys, billiards halls, skating or curling rinks, dance-halls, theatres, shooting galleries, etc., must now be paid time and one-half for work done beyond eight hours in a day or 44 in a week.

Legal Decisions Affecting Labour

British Columbia Worker Wrongfully Dismissed Cannot Collect Damages for Time Off Work If He Seeks No Other Job

A TEST case to determine the legal position of a man who had been dismissed for being absent with leave was decided by Mr. Justice Coady of the Supreme Court of British Columbia on April 21. Injured in an accident during employment and consequently off the job for some time, the man suffered another accident at home during that period and remained off work without notifying his employer of the reason for his failure to return when expected. On his recovery, he was prevented from returning to the job by a strike which lasted for over a month. When he presented himself for employment at the end of the strike he was told that he had been dismissed.

The Court, while agreeing that the plaintiff had been wrongfully dismissed, considered that the only damages to which he was entitled were the equivalent of one week's wages, amounting to \$51.52.

In accordance with the collective agreement between the local of the International Woodworkers of America and the defendant company, the question of the man's dismissal was referred to arbitration. The Arbitration Board found the dismissal wrongful and recommended the plaintiff's reinstatement. This was done. The plaintiff, however, brought action for damages, claiming the amount he would have earned had he been in the defendant's employ from June 21, the day after the strike, until September 26, the day he was reinstated. He had made no effort during this period to seek other employment.

Mr. Justice Coady did not agree with the defendant's contention that all matters in dispute between it and its employees were to be determined by the Arbitration Board and the plaintiff having sought and obtained his remedy before that Board, it was not open

to him then to come to the Court seeking damages for wrongful dismissal. Mr. Justice Coady pointed out that the only question referred to the Board was whether or not the dismissal was wrongful. The Arbitration Board found that it was wrongful, and added the recommendation for reinstatement which was accepted by the Company. He continued:—

The determination of such other legal rights as accrued to either party incidental to, or following upon the dismissal was not before the Arbitration Board for consideration. The Board was not dealing with, and did not presume to deal with any claim for damages to which the Plaintiff might be entitled as a matter of law should the Board decide that the dismissal was wrongful.

Concerning the question as to whether the plaintiff should have sought other employment in order to minimize his loss, the Company contended that it was his duty to do so, and since he had not done so, he was entitled only to nominal damages. In reply, the plaintiff argued that it would have prejudiced his position if he had taken another job pending the hearing before the Arbitration Board, and, further, that it was unreasonable to expect him to seek other employment since, before getting a permit to seek employment, he would have had to obtain his Unemployment Insurance card and notice of separation from the defendant and return these to the Unemployment Insurance Office. Moreover, he argued that his seniority rights after four years of service would have been affected if he had taken another job.

Mr. Justice Coady disagreed with this argument. He considered that the plaintiff should have taken the necessary steps to obtain a permit to seek other employment and have taken such employment temporarily until the arbitration decision was handed down. There was evidence that similar employment was available to the plaintiff in other mills working under agreement with the local union.

"The law in this matter", the Court stated, "is well settled". The plaintiff was entitled only to one week's wages.—*Hnatnicky v. Pacific Pine Company Limited*, Supreme Court of British Columbia, April 21, 1947.

Vancouver Early Closing By-Law Invalid under Shops Act

A Vancouver City by-law to provide for the early closing of shops, including automobile garages, automobile service and repair shops and gasoline service stations, was quashed by the Supreme Court of British Columbia on May 28 on the ground that it did not comply with the statutory requirements for such by-laws.

Application was made to the Court by way of *certiorari* to quash the by-law after an operator of a service station had been convicted of violating the by-law by keeping open for the sale of gasoline between 7 p.m. and 7 a.m. on June 14, 1946. It was argued that the by-law was *ultra vires* of the city.

The by-law was made under the Shops Regulation and Weekly Half Holiday Act, 1943. A clause of the Act stipulates that in every by-law, passed under the authority of the section, requiring the closing of automobile garages, service or repair shops or gasoline service stations, the City Council shall make provision for the accommodation of the public "in respect of any service immediately required by any person thereat after the hour for closing appointed by the by-law". The by-law, however, required every such place of business to be closed between 7 p.m. and 7 a.m. on the following day unless the Licence Inspector granted to "the owner or occupier of any completely licensed storage garage having a minimum capacity of 25 cars wherein the business of retailing to the public is carried on, a separate permit to remain open for the sale of gasoline. . . ."

Chief Justice Farris considered that the Act did not contemplate that any garages or service stations should be allowed to operate in an unlimited manner for 24 hours in a day but merely that such places should be free to give "service immediately required by any person thereat" whether gasoline or emergency repairs. Moreover, he considered the by-law discriminatory.

The Shops Regulation and Weekly Half Holiday Act was amended in 1946 to replace the section referred to above by one stipulating that a by-law requiring the closing of garages and service stations shall provide that as many of such places as the Council deems necessary for the accommodation of the public may remain open after the ordinary hour of closing and that the places permitted to

remain open may be nominated in writing by not less than three-quarters of the occupiers of such places of business. Failing such nomination, the City Council may name the places permitted to remain open. In 1947 the section was amended further to require a Vancouver by-law to make such provision for the accommodation of the public after the normal closing time as it considers necessary. —*In re Caddell 2* (1947) *Western Weekly Reports* 40.

Early Closing By-Law under Manitoba Shops Act Cannot Apply to Winnipeg

A Winnipeg City by-law made under the Shops Regulation Act, which required closing of gasoline service stations at certain hours, was declared *ultra vires* by the Manitoba Court of Appeal on May 12 on the ground that the part of the Act providing for early closing by-laws does not apply to Winnipeg. Chief Justice McPherson dissented.

Under the by-law of July 30, 1945, purporting to be made under the authority of the Manitoba Shops Regulation Act, service stations were required to be closed from Monday to Friday of each week at 7 p.m., on Saturday at 9 p.m. and on Sunday at noon. Provision was made for allowing them to close on Wednesday at noon instead of Sunday on certain conditions. A service station operator was convicted on November 7, 1946, for keeping his business open on Saturday after 9 p.m. The Magistrate, however, prepared a stated case for the Appeal Court.

The fourth question submitted in the amended stated case, is the by-law *ultra vires* and void in whole or in part, the Court of Appeal answered in the affirmative. Being of this opinion, the majority of the Court considered it unnecessary to answer the first three questions. Chief Justice McPherson, believing the by-law *intra vires*, replied to the other questions that, in his opinion, the business of the accused was a service station within the meaning of the by-law, that a "service station" was a "shop" within the meaning of the Shops Regulation Act, and that, subject to some modification as to form, the City had power under the Shops Regulation Act to make the classification of businesses as in the by-law and that in so doing it did not discriminate between persons in the same class.

The difference of opinion in the Court arose from a clause in the Shops Regulation Act which states that, subject to certain provisions, a by-law passed by a municipal council under the authority of the Shops Regulation Act shall

for all purposes whatsoever be deemed and taken to have been passed under and by authority of the Municipal Act and as if the preceding sections of this Act had formed part of the Municipal Act, and the preceding sections of this Act and the Municipal Act shall be read and construed together as if forming one Act.

This provision, together with a change made in 1902 in the Municipal Act to stipulate that the expressions "Municipality" and "City" in that Act did not include the City of Winnipeg, and the enactment in 1902 of the Winnipeg Charter which came into force ten months before the revised Municipal Act, led the majority of the Court to hold that the Shops Regulation Act, being part of the Municipal Act as it stood before its revision, applied to Winnipeg up to March, 1903, when the revised Municipal Act, which did not apply to Winnipeg, came into force.

It was the opinion of the majority that the legal effect of the provision of the Shops

Regulation Act quoted above was to incorporate those provisions of the Shops Regulation Act in the Municipal Act where they applied only to the municipalities governed by the Municipal Act. They would, therefore, not apply to the City of Winnipeg.

Chief Justice McPherson considered that the Shops Regulation Act is a statute in itself which is still in existence and that under its terms it is applicable to municipalities other than those governed by the Municipal Act.

It may be added that a 1947 amendment to the Shops Regulation Act brings service stations in Winnipeg within the Act so as to enable a by-law to be made for the closing of such places of business in accordance with a plan set out in the by-law providing for a rotation system or for some classes of service stations to remain open for business during the hours others are required to be closed.—*Rex v. Hoot*, 1 (1947) Western Weekly Reports 961.

Progress of Vocational Training

THE number of new trainees enrolled during the month of May, 1947, in all branches of Canadian Vocational Training was 1,785 (1,641 men, 144 women). The number under training at the end of May, 1947, was 26,910 (24,653 men, 2,257 women). The breakdown in the different types of training may be studied from the accompanying table.

New veterans enrolled for training in the following classes:—

Course	Men	Women
Training-on-the-Job	697	11
Correspondence	45	2
Pre-Matriculation	73	7
Private Schools	140	70
Canadian Vocational Training Schools	686	54

There has been a steady decrease in the numbers "enrolled" and "under training" in pre-matriculation courses. It is anticipated that by the end of September, the number of veterans taking training under this heading will possibly be confined to one Training Centre in each Province. The training that will be given after September will be mostly on a pre-vocational basis, that is, training to increase the academic status necessary for certain vocational trades. There will also probably be a limited group of veterans whose training has been delayed by disability, hospitalization, or for special personal reasons.

The numbers taking Training-on-the-Job have been fairly well maintained since August, 1946. The co-operation and interest of industrial managers in this type of training has been commendable.

Training in Schools has shown a continuous decline since January. The backlog for May has decreased approximately 200, as compared with that for April, 1947. A year ago, the number awaiting training was 5,528; by the end of May, 1947, it had fallen to 605. The following five trades received over 400 of this total: barbering 174; hotel trades, 56; brick-laying, 33; watch repair 146; graphic arts 38.

Contraction of training facilities has presented a problem co-incidental with the steady decrease in enrolments. While Regional Directors have been given discretionary authority to consolidate certain classes, the decision to close a whole training centre can be made only by the Committee for Closing CVT Schools at Ottawa. Presentations are to be made to this Committee by the Regional Directors, if from an economical

point of view, enrolment does not warrant keeping open a Training Centre.

To date, this Committee has held several meetings and has made certain tentative and finalized arrangements for closing CVT Schools. According to the reports of this Committee, it is felt that most of the CVT Schools for veterans will be closed by the end of October. However, provision is made under special arrangements with the Provincial Governments for priority in training for veterans in the regular municipal or provincial schools.

Women's Training

The survey at the end of May showed that 9,820 women have taken training under the Canadian Vocational Training program, and that over 2,200 were still in training. The most popular fields of training for women veterans continue to be commercial, pre-matriculation, dressmaking, hairdressing, and the auxiliary to nursing. It is very interesting to note the progress that has been made in the subsidiary group for nursing. The following summary, based on a recent survey by provinces, indicates the current position of training for auxiliary nursing services.

Maritimes.—For the Maritime provinces a basic training centre was established at Moncton in July, 1946, to provide three months' "basic" and six months' "hospital training" for "practical nurses". The provincial civil service has set a salary scale for practical nurses for the tuberculosis hospital at Moncton, New Brunswick. In Nova Scotia legislation is pending. The total enrolment was 33, all of whom were war veterans.

Quebec.—Courses for "trained attendants" were arranged in Quebec province in January, 1946. These provided for three months' "basic" and six months' "supervision". Much of the training was given in private schools licensed under provincial charter. CVT gave its approval to the Parker school at Montreal. Legislation in Quebec has not been finalized. There has been a total enrolment of 44, all of whom completed the training.

Ontario.—In Ontario, three months' "basic" and nine months' "hospital" training was provided at Toronto for "nurses' assistants", from February to September, 1946, under the CVT program, and subsequently under the provincial Department of Health. Legislation is pending to licence "nurses' assistants" under the Nurses Act. The total enrolment has been 176, of whom 48 were veterans and

TABLE 1.—REHABILITATION TRAINING OF VETERANS—STATEMENT COVERING PERIOD—
APRIL 1, 1943 TO MAY 31, 1947

	Total Enrol- ment	Completed and Placed		Completed but not reported Placed		Discontinued	
		No.	Percent	No.	Percent	No.	Percent
<i>Dominion</i>							
In Schools.....	95,866	45,514	47.5	6,718	7.0	27,283	28.5
In Industry.....	26,694	9,305	34.86			7,019	26.3
Total.....	122,560	54,819	44.7	6,718	5.5	34,302	28.9
<i>Prince Edward Island</i>							
In Schools.....	487	211	43.3	35	7.2	71	14.6
In Industry.....	190	83	43.7			65	34.2
Total.....	677	294	43.4	35	5.2	136	20.1
<i>Nova Scotia</i>							
In Schools.....	4,215	1,462	34.7	503	11.9	897	21.3
In Industry.....	692	301	43.5			183	26.5
Total.....	4,907	1,763	35.9	503	10.3	1,080	22.0
<i>New Brunswick</i>							
In Schools.....	4,248	1,729	40.7	235	5.5	1,286	30.3
In Industry.....	541	144	26.6			180	33.3
Total.....	4,789	1,873	39.1	235	4.9	1,466	30.6
<i>Quebec</i>							
In Schools.....	13,832	4,909	35.5	542	3.9	5,226	37.8
In Industry.....	4,219	1,115	26.4			1,568	37.3
Total.....	18,051	6,024	33.4	542	3.0	6,794	37.6
<i>Ontario</i>							
In Schools.....	39,565	19,255	48.7	3,570	9.0	10,420	26.3
In Industry.....	13,079	3,860	29.5			2,721	20.8
Total.....	52,644	23,115	43.9	3,570	6.9	13,141	25.0
<i>Manitoba</i>							
In Schools.....	9,277	4,795	51.7	674	7.3	2,639	28.5
In Industry.....	2,597	1,158	44.6			788	30.3
Total.....	11,874	5,953	50.1	674	5.7	3,427	28.9
<i>Saskatchewan</i>							
In Schools.....	6,903	4,388	63.6	88	1.3	1,690	24.5
In Industry.....	929	443	47.7			290	31.2
Total.....	7,832	4,831	61.7	88	1.1	1,980	25.3
<i>Alberta</i>							
In Schools.....	9,010	4,352	48.3	420	4.7	3,286	36.5
In Industry.....	2,188	871	39.8			702	32.1
Total.....	11,198	5,223	46.6	420	3.8	3,988	35.6
<i>British Columbia</i>							
In Schools.....	8,329	4,413	53.0	651	7.8	1,768	21.2
In Industry.....	2,259	1,330	58.9			522	23.1
Total.....	10,588	5,743	54.2	651	6.1	2,290	21.6

TABLE 2.—NUMBER IN TRAINING IN REHABILITATION CLASSES AS OF MAY 31, 1947

WITH TOTALS OF APRIL 30, 1947

—	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total at May 31, 1947	Total at April 30, 1947
Training-On-the-Job at May 31, 1947—											
Men.....	42	206	214	1,512	6,441	649	211	611	400	10,286	10,748
Women.....	—	2	3	31	54	3	3	6	7	109	111
Total.....	42	208	217	1,543	6,495	652	214	617	407	10,395	10,859
Correspondence and Pre-Matriculation Classes at May 31, 1947—											
Men.....	52	211	220	360	2,269	282	304	276	469	4,443	5,264
Women.....	4	3	15	11	145	30	63	19	27	317	377
Total.....	56	214	235	371	2,414	312	367	295	496	4,760	5,641
C.V.T. Schools and Others at May 31, 1947—											
Men.....	83	1,008	632	2,438	3,524	685	332	431	791	9,924	12,043
Women.....	14	136	119	327	498	169	97	173	298	1,831	2,094
Totals.....	97	1,144	751	2,765	4,022	854	429	604	1,089	11,755	14,137

NOTE: Total enrolment from commencement of program to May 31, 1947..... 123,670

TABLE 3.—SUMMARY OF CANADIAN VOCATIONAL TRAINING, MAY 31, 1947

—	Enrolments from Commencement of Program, to May 31, 1947	Placed in Employment, to May 31, 1947	Completed Training but not placed, to May 31, 1947	Left Volunta- rily or Released, to May 31, 1947	Received Training April 1, 1947, to May 31, 1947	Under Training at May 31, 1947
Rehabilitation of Discharged Personnel—						
A—Pre-Matriculation.....	28,209	17,886	.....	6,679	322	3,760
B—Training in Industry.....	26,695	9,281	.....	7,019	1,681	10,395
C—Correspondence.....	1,828	224	.....	604	116	1,000
D—Private.....	15,859	5,857	1,406	5,391	459	3,246
E—C.V.T.....	51,079	21,593	5,013	16,112	1,667	8,509
Total.....	123,670	54,841	6,479	35,805	4,245	26,910

128 were civilians. Sixteen veterans and 18 civilians did not complete their training.

Manitoba.—Manitoba provided three months' "basic" and nine months' "hospital" training, for "practical nurses", commencing in September, 1946. The basic training was provided by St. Joseph hospital, Winnipeg, licensed under the "Practical Nurses" Act, March, 1945. There has been a total enrolment of 120, of whom 19 were veterans and the remainder were civilians.

Saskatchewan.—In Saskatchewan, three months' "basic" and three months' "hospital" training for "nurses' aides" was made available under the CVT program in October, 1946. Basic training centres were established at Saskatoon and Maple Creek. No provision for licensing has been made as yet. Twenty-two veterans and eight civilians enrolled for the courses.

Alberta.—Three months' "basic" and nine months' "hospital" training was provided under the CVT program in Alberta in January, 1946, with a basic training centre at Calgary. Legislation providing for the licensing of "nursing aides" was enacted this year. A total of 84, of whom 59 were veterans, have enrolled, since the training was provided.

British Columbia.—In April, 1946, British Columbia established under the CVT program, with a basic training centre in Vancouver, three months' "basic" training and eight months' "hospital" training for "practical nurses". There have been 34 trainees enrolled, all of whom are veterans.

Canada.—For all Canada, 449 are in training or have graduated, and 72 discontinued the courses.

At the present time, there is lack of uniformity in the several provinces in such

matters as the length of the courses, in the nomenclature used in describing the graduate trainees and in the types of uniforms the latter are required to wear.

Thus, while each of the provinces has established a three month basic training period, the Maritimes and Quebec have set the hospital training period at six months; Ontario, Manitoba and Alberta stipulate nine months, Saskatchewan three months and British Columbia, eight months.

In the Maritimes, Manitoba and British Columbia, the graduate trainees are known as "practical nurses"; in Quebec, as "trained attendants"; in Ontario, as "nurses' assistants"; and in Saskatchewan and Alberta as "nurses' aides".

Green uniforms are specified in the Maritimes and Ontario; various colours are permitted in Quebec; yellow in Manitoba; blue in Saskatchewan; grey in Alberta; blue in British Columbia.

Unemployment Insurance

Correspondence Courses for U.I.C. Personnel

IN the administration of the Unemployment Insurance Commission, as well as in its National Employment Offices, one of the problems connected with Staff Training lies in the teaching of many technical subjects to personnel not directly responsible for the technical work, but who require an over-all knowledge of the work of the Commission in order to perform their own functions properly. For example, personnel responsible for certain employment functions, must have an over-all knowledge of insurance work and vice versa.

In addition, the problem is further aggravated because some of the personnel are in constant travel status, and also because National Employment Offices are spread across the country.

Regular training is planned and systematically carried out dealing with specific work, but this training cannot always cover the other knowledge required to round out a complete knowledge of the work of the Commission. To overcome this situation, the Staff Training Division of the Unemployment Insurance Commission has devised correspondence courses, and it is intended to teach the over-all knowledge required through this medium.

Instruction Procedure

Research and administration of correspondence courses is undertaken by the Staff Training Division at Head Office. The courses do not attempt to give the technical detail of procedure, and are written for ease in understanding a complicated subject.

Each correspondence course is made up of a number of assignments which contain an explanation of the subject matter. Problems for study are included, and sufficient space is left for the student to record his answers. A set of model answers for each assignment and problem enables the student to check his own work.

The first assignment consists of a small booklet containing general notes on correspondence courses and particular notes of the specific course being started. Two assignments are sent the student after enrolment. The student completes and returns the first

assignment for correction, and while he is working out the second assignment, the first one is corrected and returned to him with a set of model answers, together with the next assignment and problems. Therefore, the student has always one assignment to work on while another is being corrected.

An employee may select any available correspondence course he desires. The courses are voluntary and are sent free of any cost. By taking any of these courses, the employee increases his knowledge of the Commission's work, which may stand him in good stead should he be called before an Examining Board for promotion. In addition, it is felt that some recognition should be given individuals who make this extra effort to become better acquainted with the work of the Commission, and to each employee who satisfactorily completes a course, a certificate is issued as an acknowledgment of this achievement. There is no compulsion to complete a course even after enrolment.

The first correspondence course was developed on the subject of insurance contributions, it is designed for all personnel not directly engaged in contribution work. The course consists of six assignments with an anticipated return of one assignment every two weeks, thereby covering the entire subject in twelve weeks or less. The first course was announced to the field early in June and the response has been exceedingly gratifying, as more than 50 per cent of the entire personnel of the Commission have already enrolled and it is anticipated this number will increase after the summer holidays. The second course is now in the process of research and development. It will be a general non-technical course entitled "Working with people".

It is intended that a series of such courses will be prepared in due time, covering all of the work of the Commission. It is further intended to have specific non-technical courses covering an over-all knowledge of a particular subject, general non-technical courses teaching personnel how to deal with the public, and specific technical courses for personnel working in specific technical branches.

Unemployment Insurance Statistics, May, 1947

Analysis of Claims for Benefit—Registrations

DURING May, 27,603 claims for Unemployment Insurance benefit were filed at local offices across Canada. This compares with 35,859 in April and 34,777 in May, 1946. Between April and May there was a decrease in claims filed in all provinces but the most substantial decrease (accounting for 3,285 out of the total 8,256) occurred in the Province of Quebec.

Similarly, the number of live claims showed a marked decrease at May 31 over April 30. As at May 31, there were 59,410 (40,164 male and 19,246 female) live ordinary claims as against 82,276 (60,490 male and 21,786 female) at April 30 and 98,810 (74,130 male and 24,680 female) at May 31, 1946. All provinces shared in this decline between April and May. In addition, at May 31, 3,264 other claimants (2,800 males and 464 females) had live claims, compared with 3,794 (3,391 males and 403 females) at April 30. These are largely short-time claimants.

A total of 38,344 claims was adjudicated at Insurance Offices during May, 24,939 being considered entitled to benefit and 13,405 not entitled to benefit. The chief reasons for non-entitlement were: "insufficient contributions while in insurable employment" (5,302 cases), "refused an offer of work and neglected an opportunity to work" (2,815), "voluntarily left employment without just cause" (2,628 cases). These include re-adjudications in

cases where circumstances such as the refusal of an offer of suitable employment arise after the original disposition of the claim.

During May, 83,982 beneficiaries were paid a total of \$3,072,952 for 1,584,428 compensated unemployed days, compared with 100,285 persons paid \$3,780,749 for 1,943,793 days in April and 127,866 persons paid sums totalling \$5,221,870 for 2,719,294 compensated days in May, 1946.

Thus, the average duration of the unemployment compensated during May was 18.9 days as against 19.4 days in April and 21.3 days in May, 1946. The average amount of benefit paid per beneficiary was \$36.59 in May, \$37.70 in April and \$40.84 in May of last year. The average amount of benefit paid per compensated day of unemployment was: \$1.94 in May, \$1.95 in April and \$1.92 in May, 1946.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending May, 1947, showed 2,580,754 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947.

As at May 31, 1947, 176,344 employers were registered as having insurance employees.

TABLE 1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1946 TO MAY 31, 1946 AND FROM APRIL 1, 1947 TO MAY 31, 1947

	1946		1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	12,513	160,960	13,193	179,128
Quebec.....	43,539	654,966	46,784	725,007
Ontario.....	59,762	970,069	65,713	1,034,598
Prairie.....	29,079	351,935	31,556	385,114
Pacific.....	16,690	217,236	19,098	256,907
Total for Canada.....	161,583	2,355,166	176,344	2,580,754

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO MAY, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,325	34,777	27,603
June.....	4,629	1,772	3,226	10,857	30,646	
July.....	2,668	1,087	3,106	10,886	27,576	
August.....	1,855	1,370	3,241	20,557	25,115	
September.....	1,118	1,013	3,715	40,473	28,555	
October.....	1,058	1,475	6,222	36,717	34,891	
November.....	1,748	2,896	11,798	53,325	37,111	
December.....	3,337	6,562	13,770	57,612	52,479	
Total.....	26,924	36,660	90,897	296,391	488,667	217,959

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, MAY 1947

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months) (1)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending(2)
Prince Edward Island.....	106	79	27	100	53	94
Nova Scotia.....	3,031	1,993	1,038	2,582	1,356	1,612
New Brunswick.....	1,163	873	290	900	617	966
Quebec.....	8,368	6,330	2,038	7,431	4,955	3,345
Ontario.....	8,326	5,398	2,928	7,484	3,216	2,761
Manitoba.....	2,279	1,585	694	2,099	1,102	1,205
Saskatchewan.....	563	440	143	760	459	262
Alberta.....	990	716	274	1,037	303	414
British Columbia.....	2,757	1,964	793	2,546	1,344	2,382
Total, Canada, May, 1947.....	27,603	19,378	8,225	24,939	13,405	13,041
Total, Canada, April, 1947.....	35,859	27,502	8,357	31,353	13,885	17,176
Total, Canada, May, 1946(2).....	34,777	23,573	11,204	23,285	8,959	10,846

(1) Action taken at Insurance Offices.

(2) Includes claims referred to Appeals.

(2) Revised claims for 1946 not available.

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of May, 1946	Month of May, 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	4,615	5,302	11,624
Not capable of and not available for work.....	213	626	1,225
Loss of work due to a labour dispute.....	114	581	714
Refused offer of work and neglected opportunity to work.....	280	2,815	5,196
Discharged for misconduct.....	416	305	682
Voluntarily left employment without just cause.....	2,580	2,623	5,484
Other reasons(1).....	741	1,148	2,365
Total.....	8,959	13,405	27,290

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, MAY, 1947

Province	Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	695	141	13,997	25,788
Nova Scotia.....	8,804	2,729	181,979	372,799
New Brunswick.....	3,364	961	64,649	127,976
Quebec.....	27,623	6,526	529,195	984,167
Ontario.....	21,076	5,171	400,110	777,597
Manitoba.....	6,555	1,804	117,392	225,848
Saskatchewan.....	2,980	606	48,891	94,631
Alberta.....	3,504	918	57,274	115,166
British Columbia.....	9,381	2,078	170,941	348,980
Total, Canada, May, 1947.....	83,982	20,934	1,584,428	3,072,952
Total, Canada, April, 1947.....	100,285	26,434	1,943,793	3,789,749
Total, Canada, May, 1946.....	127,866	21,348	2,719,294	5,221,870

TABLE 6.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1947

Fiscal Year Ended Mar 31	REVENUE										EXPENDITURE		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)							Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments			
	Stamps		Meter	Bulk	Total Employer and Employee	Government	Fines						
	\$	\$	\$	\$	\$	\$	\$						
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	\$	43,994,246 68	
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75		114,011,029 93		
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,872,047 14	78,038,577 55	1,721,666 29		190,327,941 19		
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		298,034,459 86		
1946.....	34,904,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		317,240,660 34		
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,039 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		372,878,625 64		
April.....	*1,290 87	*Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 54	2,189,549 78	3,778,228 88		371,289,946 54		
May.....	3,286,771 69	981,289 50	2,431,448 93	6,639,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95		376,995,667 51		
Sub Total.....	3,288,062 56	981,289 50	3,647,354 71	7,916,706 77	1,584,050 60	1,275 00	1,462,940 33	10,964,972 70	6,847,930 83		376,995,667 51		
Grand Total.....	196,489,337 17	69,284,267 83	100,044,623 26	365,818,228 26	73,166,067 59	11,401 89	27,387,385 59	466,383,083 33	89,387,415 82		376,995,667 51		

The column for "Bulk" includes Miscellaneous \$1,742.38 and Contributions for Armed Service \$11,370,360.45.

The column "Interest on Investments and Profit on Sale of Securities" represents:

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

*April receipts for Stamps and Meter were included with figures for March 1947.

Digest of Selected Decisions of the Umpire under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945, number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 97

(27 June, 1946)

Held that a statutory holiday should not be regarded as a non-compensable day if such statutory holiday comes within a period of unemployment.

The material facts of the case are as follows:—

The claimant, a single man, aged 19, was employed as a labourer with a fuel company from December 28, 1945 to January 21, 1946. On March 7, 1946, the claimant filed claim for benefit and from that day on signed the Unemployment Register declaring himself to be unemployed on each of the days for which he was claiming benefit. The claimant declared Good Friday, April 19, 1946 (a statutory holiday) as an unemployed day and requested that benefit be allowed for this day. Good Friday was treated as a holiday in accordance with Commission Minute under Section 33 (c) of the Act and no payment was made for that day.

The claimant appealed to the Insurance Officer who confirmed the ruling of the local office, on the grounds that Good Friday was a statutory holiday and therefore an idle day rather than an unemployed day, it being general practice in industry to allow employees statutory holidays as idle days, with the exception of those persons whose employment is of such a nature that it would be necessary for them to continue their work

because of some exceptional condition or circumstances.

From this decision the claimant appealed to the Court of Referees on the grounds that he had worked on Good Friday, 1945, and had paid a contribution for that day. The Court of Referees reversed the decision of the Insurance Officer, being of the opinion that any person whose employment has been terminated is wholly and completely unemployed during the period following the termination of employment until new employment is obtained, regardless of whether any of the days falling within such period of unemployment is a holiday or not.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that the Court of Referees had misinterpreted or did not properly consider the true intent and purpose of Section 28 (ii) of the Act.

DECISION

The decision of the Umpire was that the claim should be allowed and gave as his reasons:—

It is submitted by the Insurance Officer that statutory holidays are in fact "idle days", and not being days of usual employment for the people of Canada the said days should be ignored and non-compensable whether occurring during a period of employment (See 33 (c)) or when the claimant has no current employer. Statutory holidays being idle days (those on which no work is being done) may be considered as potentially idle days (days on which no work would be done or available), when unemployed, and as such should be non-compensable.

Reference is made to Section 33 (c) of the Act in connection with which I have already given a decision in case No. CU-B. 62 wherein I stated:—

It is my opinion that Paragraph (c) of Section 33 of the Act must be interpreted as applying only to claimants who are actually employed but who are laid off for a day or more and who claim benefit for a holiday.

In the present case the claimant is completely separated from his employment and is not affected by any holiday which occurred at the factory where he was last employed. The question involved is whether all statutory holidays should be treated as non-compensable days.

It appears from the submissions of the Insurance Officer that the claimant should be deemed to be not unemployed even though he signs the proper declarations saying that he was unemployed on that day and may also be available for employment if same were offered to him. In this case the claimant has shown in the submissions that he was actually employed on Good Friday of the previous year indicating that he was available on that particular day. He might have been available again on the day on which the Insurance Officer claims he was not available because of it being a statutory holiday and therefore regarded as an idle day.

The term "idle day" is a new definition which is not to be found anywhere within the provisions of the Unemployment Insurance Act and therefore it would be beyond my jurisdiction and against the provisions of the Act if I had to declare statutory holidays as idle days, and therefore non-compensable.

In my opinion Section 28 (ii) is not ambiguous. If an insured person proves in the prescribed manner that he is unemployed and that he is entitled to benefit, and if a statutory holiday comes within such period of unemployment it would appear to me he is entitled to benefit on such day so long as he is available to accept suitable employment if such be offered to him.

Section 28 (ii) must also be considered in relation to Sections 35 and 36 of the Act. Section 35 states:—

An insured person who is unemployed for six full days in any calendar week or for the full number of days constituting the normal week at the plant, factory, workshop or other place of usual employment, shall receive benefit subject to the provisions of section thirty-six at the weekly rates prescribed in the Third Schedule to this Act, and for any calendar week during a portion of which he is unemployed, he shall receive benefit for his benefit days in that week at the daily rates prescribed in that Schedule.

It would appear to me in considering this Section that it is intended to give a person in receipt of benefit, payment for six full days in any calendar week as there is no reference made to any deductions for any statutory or other holidays.

Section 36 of the Act specifically states the days on which an insured person shall not be entitled to receive benefit and again no reference is made to statutory holidays.

Had it been the intent of the Act not to regard statutory holidays as days of unemployment or as days where compensation

should not be paid to one in receipt of benefit, then reference would have been made to same in one of the two Sections of the Act to which I have referred.

Taking all factors into consideration I cannot help concluding from the wording of the Act that it was not intended nor does its wording infer that an insured person be debarred from receiving payment for statutory holidays assuming the man is unemployed on that day and that he conforms in other respects to the provisions of the Act.

CU-B. 199

(24 January, 1947)

Held that insured persons who are merely off work owing to the plant, where they are employed, being shut down for a holiday or vacation period are not entitled to receive benefits under the Act during that period and that no distinction can be made between those who receive pay during vacation periods and those who do not.

The material facts of the case are as follows:—

The claimant, a married man, aged 78 years, registered for work as a machinist, was employed as such at 76 cents an hour by a steel works from January 27 to July 27, 1946, on which latter date a general stoppage of work occurred at the plant in the form of a vacation for the employees and the claimant was amongst those affected by this temporary suspension of employment.

The claimant made claim for benefit on July 29, 1946, which was disallowed by the Insurance Officer who disqualified the claimant under Section 28 (ii) of the Act as from July 29, 1946, stating:

- (1) that the claimant was unemployed during a period recognized as a holiday for his grade or class or shift;
- (2) that the holiday period was established by mutual agreement between employer and employees; and
- (3) that the holiday period had first been established in 1945;

and that he was not deemed to be unemployed under the provisions of Section 33 (c) of the Act.

From this decision claimant appealed to a Court of Referees and made the following submission:—

The Company posted a Notice which reads as follows:

The annual vacation for.....will be held from July 28 to August 3 for all

departments. We are advised that the Unemployment Insurance Commission will consider any man not entitled to vacation with pay, as being out of work through no fault of his own for this period or part thereof.

The claimant was represented before the Court by the secretary of the union to which he belonged and the Court, by a unanimous decision, reversed the decision of the Insurance Officer, stating, in part:

"The question for the Court to decide is, was the appellant unemployed within the meaning of the Unemployment Insurance Act on the day he filed his claim for benefit?

"It was submitted by.....(the secretary of the Union) that the arrangement for the annual holiday period made in 1945 was agreed to by the Union representing the man, but the agreement only took care of the class of employees who were entitled to vacation with pay. It was primarily intended for them, and as all agree, the men of this class are admittedly not eligible for Insurance Benefits. But the shutting down of the plant affected others who were not so fortunately situated. It was a hardship for the class of employees who was not eligible for the vacation period. They were therefore in 1945, considered to be out of work through no fault of their own. Applications were made for benefits which were recognized as in order, and they were paid without question.

"We consider that it has not been shown that the holiday period, when the appellant was unemployed, was a recognized holiday period for the men of his class, that is, the men not entitled to vacation with pay. It was neither agreed to nor recognized by the contracting parties. On the contrary, it was definitely understood and agreed that all for whom work could be found would work during this holiday period, and we are informed that the men would be glad to do so. Work was found for some maintenance men not entitled to vacation, who worked as usual. Others for whom no work could be found were idle and some could ill afford it.

"An earlier decision of the Umpire deals with conditions approaching in some respects the circumstances of the appellant. It is Case No. CU-B. 2, which was decided by the Umpire in 1943. The claim was disallowed under what seems to be similar circumstances. There are, however, some important differences which will be seen by an examination of the cases.

"The stoppage of work in the plant for two weeks was admittedly customary. The period was recognized as an annual holiday period without pay. It had been accepted as such

by the firm and by the employees as such for the past few years. It was a settled custom and the employees determined the period. The question of insurance benefits was raised by one of the employees who claimed that she was not a party to the arrangements about the holiday period and therefore filed her claim for benefits. It was shown however, that the agreement and recognition of the holiday period, was a matter of several years standing. It was recognized by both parties and it applied equally to all the employees. They were all in the same class and the claim was therefore disallowed.

"We have a different situation in this case before us. The arrangement for the shut-down was not understood and recognized as a holiday period for him and others classed with him. He was considered as temporarily unemployed because of the shut-down and actually was so. The shut-down in this case was first carried out in 1945, but it had not reached the stage where the term 'customary and recognized' could be applied to it for it is evident that whatever decision is made, a new arrangement must be worked out for 1947.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the following grounds:—

"(1) that the vacation period was established by agreement between management, the Union, representing all employees, and the War Labour Board as an annual event involving a shut-down of all departments.

"(2) that such vacation period therefore became an implied condition of an employee's contract of service and a recognized holiday for all employees.

"(2) that the employees not entitled to vacation with pay cannot be deemed to be a separate grade or class or shift within the meaning of Section 29 (c) of the Revised Act. (Section 33 (c).)

"It is respectfully submitted:

"(1) that the Court of Referees was in error in deciding

(a) that the vacation period was not a recognized holiday within the meaning of Section 29 (c) of the Act. (Section 33 (c).)

(b) that the employees in question belonged to a grade or shift or class of employees which was beyond the scope of the holiday agreement made between the Union, Management and the War Labour Board.

"(2) that the claimant was not unemployed within the meaning of the Unemployment Insurance Act during the vacation period commencing July 28, 1946, and that the original decision imposed by the Insurance Officer should be restored."

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:—

I am asked to decide whether the temporary and partial suspension of work, which took place on July 27, was a vacation period within the meaning of the Act. If such was the case, then the claimant is not entitled to benefit. On the other hand, if the suspension of work and his separation from employment was due to other causes, such as a temporary lay-off, and was not a vacation period, then the claimant would be entitled to benefit.

The only actual evidence in this matter on record is the statement that was posted by the Company just prior to the stoppage of work on the 27th day of July, the first paragraph of which reads as follows:

"The annual vacation for.....will be held from July 28 to August 3 for all departments."

In the latter part of the notice, it is stated:—

"We are advised that the Unemployment Insurance Commission will consider any man not entitled to vacation with pay as being out of work through no fault of their own for this period or part thereof."

This is an assumption both by the local office of the Unemployment Insurance Commission and by the management of the firm which cannot be accepted, because it is contrary to the purpose and intent of the Act and to the very terms thereof.

There was either a stoppage of work on account of the annual vacation or there was

not. One cannot separate the men who are to receive vacation with pay and those who do not.

The evidence given before the Court of Referees indicates many anomalies which arose between the Company and the men in regard to those who are entitled to receive vacation with pay, but these conditions of employer and employees' relationship at the plant can in no way affect the interpretation of the Act.

The Act is quite clear; Section 33 (c) reads as follows:—

"An insured person shall not be deemed to be unemployed . . .

(c) on any day which is recognized as a holiday, for his grade or class or shift in the occupation or at the factory, workshop or other premises at which he is employed unless otherwise prescribed."

The temporary suspension of work was undoubtedly a recognized holiday at the factory at which the claimant was employed and the latter also belonged to a grade or class affected by the vacation period. These holidays had been mutually agreed upon by both the Company and its employees, but evidently there was some misunderstanding as regards the position of the men in their relation to the Unemployment Insurance Act. Although the employees at the plant may have been paid benefit previously, under somewhat similar circumstances, it does not alter the basic fact that during the time that these men were not working, subsequent to July 27, 1946, they were actually on annual vacation; therefore, they cannot be deemed to be unemployed within the meaning of the Act.

Whether the employees received pay or not during the vacation period does not alter the meaning of the Act; as already pointed out no distinction can be made between those who receive pay during vacation periods and those who do not. This is a matter entirely between employers and employees to determine.

"Benefit Years" under Unemployment Insurance Act

DURING recent years Treasury offices of the Unemployment Insurance Commission have prepared daily reports on benefit years established, and monthly reports on benefit years terminated by insured persons. These have been analysed and tabulated by the Dominion Bureau of Statistics and made

available in monthly reports for the convenience of actuaries, statisticians and other administrative officers of the Commission.

In June the Bureau of Statistics issued a summary report covering the twelve monthly tabulations for the calendar year 1946. It is explained that the report must be considered

as preliminary and the data presented as subject to revision when final checking is completed and additional information, such as benefit days paid on each benefit year, has been assembled. On the basis of past experience, however, it is pointed out that such revisions and adjustments will be of a minor nature.

Benefit Year Defined

In relation to a person insured under the Unemployment Insurance Act, 1940 and its subsequent amendments, a "benefit year" means the period of 12 months beginning on the date on which an application for benefit is made and proof furnished that contributions have been paid by the applicant or on his behalf, while he was in insurable employment for not less than 180 days during the two years immediately preceding the date upon which the claim for benefit was made. (U.I. Act, Section 40, subsection 1.)

Thus, a benefit year is established for an insured person, who upon becoming unemployed, makes application in the prescribed manner, and has satisfied the minimum contribution requirements. However, it is pointed out that the receipt of benefit is contingent upon other conditions, and, in order to draw benefit a person must prove that he is unemployed, capable and available for work and unable to obtain suitable employment. (U.I. Act, Sections 28 and 29.)

In the case of each benefit year except the first, at least 60 of the required 180 days' contribution must have been paid since the commencement of an applicant's immediately preceding benefit year. Effective October 1, 1946, a person must also prove that: (1) of the contributions paid in respect of him during the immediately preceding year, not more than half were paid at the lowest schedule rate (class "O"); (2) he is at least 16 years of age.

The duration of benefit authorized is computed in each case as "one-fifth of the number of days for which contributions have been paid during the preceding five years, less one-third of the number of benefit days drawn during the preceding three years."

Daily Rate of Benefit

The daily rate of benefit is based upon the average daily contribution paid by the person during the immediately preceding two years and upon whether or not he has a dependent within the meaning of the Act. (Third Schedule.) The daily rate of benefit is 34 times the average daily contribution in the case of a person without a dependent and 40 times the average daily contribution for a person with one or more dependents.

It is stated that in many cases where all the conditions are fulfilled, the persons concerned become re-employed before any benefit days accrue. The first nine days (called "waiting days") of unemployment in any benefit year are not compensable, nor is the first day of unemployment in any claim week unless the person is unemployed for the whole of that week, or unless the first day of unemployment immediately follows a week of continuous unemployment. Thus, of the 270,413 persons with benefit days available at some time during the year 1945, 88,985 drew no benefit.

Attention is drawn to the fact that "once a person establishes a benefit year and proves his entitlement to benefit, he may draw at the daily rate and for the number of days authorized, so long as he satisfies the provisions of the Act." Further, "the benefit days may be paid during one or more periods of unemployment in the 12 months beginning on the day the benefit year commenced . . . but the person must prove his entitlement to benefit during each period of unemployment in the course of that benefit year."

The report indicates that "a benefit year *automatically* terminates twelve months from the day on which it is established, if the rights authorized are not completely used up by that time. It terminates by *exhaustion* when the benefit days authorized have all been used—this may happen at any time throughout the year." However, "upon termination of one benefit year a person may establish another if he makes application in the prescribed manner, has made 180 days' contribution during the preceding two years and 60 days' contribution since the commencement of his immediately prescribed benefit year."

Tabular Analysis

The report presents in tabular form (1) the number of benefit years established during the calendar year 1946, for Canada and by provinces and by sex; (2) benefit years classified by age groups; (3) benefit years by daily rate of benefit authorized; (4) breakdown of benefit years established, by industry; (5) benefit years terminated during 1946, and, of these, the number terminated by exhaustion of benefit rights and the days paid on these exhausted claims during 1946; (6) benefit years exhausted during the calendar year 1946, classified by province and by sex, by daily rate of benefit authorized, by industry and by occupation.

Copies of the report may be obtained from the Dominion Bureau of Statistics, Ottawa, price 25 cents.

Employment, Hours and Earnings

Introduction

EMPLOYMENT continued its usual seasonal upswing during May and early June. Labour surpluses had been reduced substantially below all 1946 records and labour shortages were developing rapidly in a large number of areas. Seasonal activity in agriculture, in construction, and in mining began during May and steadily gained momentum thereafter. During June transportation, logging, and service added to the general demand for manpower. The late spring handicapped production to some extent although only isolated cases reported any serious repercussions on employment.

For the first time in two years, construction contracts awarded were declining, and it was not expected that the 1947 total would reach that of 1946. Residential construction had fallen off in many areas. The small investor was waiting until the competition for labour and materials was not so great and costs were lower. Industrial construction was influenced by the same trends but to a lesser extent. Despite these developments, however, the immense amount of work on hand for this industry indicated an unprecedented labour shortage.

Agricultural activity, seriously delayed by the late spring, was picking up rapidly. Inter-regional seasonal transfers of farm labour were progressing smoothly. Several hundred farm workers were expected to arrive shortly from Holland which would further ease the scarcity of year-round agricultural labour.

The tourist season opened later than usual this year because of unfavourable weather, but a heavy volume of tourist trade was expected during the summer and autumn. Students on vacation offered a valuable source of labour for summer resorts and other service establishments.

Employment in heavy manufacturing was expanding as steel supplies improved. Foundry workers and metalworkers of all types were in heavy demand.

By the end of June, unplaced applicants were 19,000 fewer than the lowest amount reached during 1946. That is, available job-seekers were already substantially below those recorded in the peak of seasonal activity

which normally occurs in the late summer and autumn months. The remainder of 1947, therefore, was expected to see a definite shortage of labour rather than any general scarcity of jobs. At July 3, the number of applicants on file at National Employment Service offices totalled 114,528 (80,977 male and 33,551 female). Similarly, the number of persons signing the unemployment insurance register was declining sharply. Live claims fell from 82,000 at May 1 to 59,000, one month later.

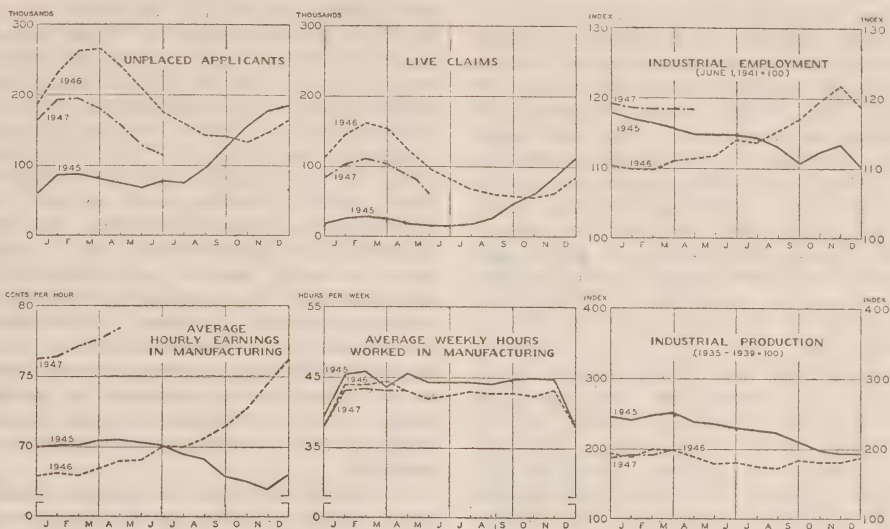
Employment in the eight leading industries (as reported by employers to the Dominion Bureau of Statistics) showed a slight contra-seasonal downtrend during April due to the sharp reduction in logging employment. The index of employment (June 1, 1941=100) fell by six points to total 117.7 at May 1. At that time, recorded employment in firms reporting 15 or more employees totalled 1,849,000.

The continued upward revision of wage rates was reflected in a gain of seven points in the hourly earnings of hourly-rated employees in manufacturing. At May 1, the post-war peak of 78.3 cents per hour was reached. Average hours worked, on the other hand, remained steady over the last two months and totalled 43.2 per week in the last week of April.

The Maritime region reported that, due to the normal seasonal expansion, unemployment was markedly lower in construction, agriculture, and fishing. Steady movements of workers to factories and construction projects in Ontario relieved to some extent the chronic unemployment problem. The recent settlement of the coal strike was expected to improve general conditions in coal areas. Farm labour demand had not been very heavy because of the unfavourable weather which delayed seeding. Deep-sea fishing catches were large and fish processing plants were working at capacity. Port activity at Halifax and Saint John was slack, but most of the jobless dockworkers were returning to their usual summer work or to farms, or taking jobs as general labourers. Shipbuilding employment was

SELECTED LABOUR MARKET INDICATORS

1945 — 1946 — 1947



SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

NOTE: Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947			1946		
	May	April	March	May	April	March
Civilian Non-Institutional Population (1).....	(†)	(†)	8,936,000	(†)	(†)	8,538,000
Civilian Labour Force (1).....	(†)	(†)	4,706,000	(†)	(†)	4,525,000
Employment—						
Employed (1).....	(†)	(†)	4,565,000	(†)	(†)	4,312,000
Index (June 1, 1941=100) (2).....	117.7	118.3	118.1	110.9	110.6	109.4
Total (2).....	1,848,688	1,858,738	1,853,195	1,728,535	1,330,580	1,702,983
Male (2).....	1,445,394	1,454,587	1,451,247	1,339,259	940,434	1,315,894
Female (2).....	403,294	404,151	401,948	389,276	390,146	387,089
Unfilled Vacancies at N.E.S.	92,190*	81,735	71,796	111,455	82,747	75,515
Vacancies Notified (3).....	34,017	32,128	30,433	40,089	37,131	31,379
Applications for Employment (3).....	28,804	29,805	31,377	35,376	33,158	37,875
Referrals (3).....	26,087	24,375	22,408	27,907	26,028	21,947
Placements (3).....	15,762	14,849	13,725	17,985	15,930	13,971
Unemployment—						
Unemployed (1).....	(†)	(†)	141,000	(†)	(†)	213,000
Unplaced Applicants at N.E.S. —						
Total.....	156,963*	181,354	194,814	242,414	266,428	263,425
Male.....	122,771*	145,906	150,820	199,797	217,491	215,353
Female.....	34,192*	35,448	37,994	45,617	48,937	48,072
Unemployment Insurance Claims.....	82,275	103,291	110,062	123,950	154,820	161,997
Unemployment in Trade Unions.....%	(†)	(†)	1.8	(†)	(†)	1.9
Earnings and Hours—						
Index, Aggregate Weekly Payrolls (June 1, 1941=100) (4).....	164.0	163.9	163.2	138.0	139.5	137.6
Per Capita Weekly Earnings.....\$	35.97	35.78	35.66	32.16	32.56	32.53
Average Hourly Earnings.....¢	78.3	77.6	77.1	68.9	68.4	67.9
Average Hours Worked per Week.....	43.2	43.2	43.4	43.0	44.4	44.0
Industrial Production—						
Index (1935-39=100) (5).....	(†)	198.5	195.2	189.6	197.9	199.0

(†) Not available

(1) Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

(2) Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees.

(3) Weekly average for month in non-agricultural industries reporting to National Employment Service.

(4) Average hourly earnings and man-hours apply to manufacturing only.

(5) During the month.

(*) For more recent figures, see below, under **Operations of the National Employment Service**.

increasing slightly. Construction work was progressing well, with no shortage of workers.

The Quebec region reported that general industrial activity remained at the high level of the previous month, but shortages of materials, machinery and housing prevented the usual marked seasonal advance. Farmers working temporarily in factories during the winter also caused some dislocation by returning to their farms. Heavy manufacturing industries were very active, production of structural steel, boiler engines, and other machinery was expanding steadily. Ship-building employment was on the uptrend. Textile centres still reported an urgent need for labour and were trying to recruit workers from the surplus centres such as Quebec City. The log drive, already delayed by late ice-clearing, had run into further difficulty because of high water levels in most rivers. Persistent bad weather and flood conditions held up farming and construction work in the western section of the region. Construction, however, was gaining momentum and the list of available tradesmen was diminishing rapidly. Weather conditions also delayed summer activity in the tourist trade, but a record number of visitors was expected once the season opened.

In the Ontario region, there was a growing demand for workers in all industries and labour surpluses were speedily disappearing. Manufacturing employment was approximately 30,000 higher than at this time last year, and expansion continued daily. Seasonal movements of factory and foundry labour to outdoor jobs had further increased industrial labour requirements. The transfer of unemployed workers from the Maritimes had helped to speed up heavy industry and foundry production. The shortage of female labour was growing even more acute and plans for inter-regional transfers and for immigration of women workers were warmly supported. The chronic scarcity of textile workers had been aggravated by a high rate of labour turnover; labour-management committees were studying this problem in several plants. The logging industry reported a general need for pulpwood cutters; river drives had been progressing well, although high waters were a handicap in some areas. Improved weather permitted greater activity

in construction, and tradesmen were in heavy demand.

In the Prairie region the seasonal upswing was well underway despite the delay of the late spring. There was an active demand for farm labour; orders for Polish veterans were still being received, but the veterans arriving at the end of May all signed contracts with sugar beet associations which were extremely short of help. Mining exploration companies required men for development work. Hardrock miners were in demand for base metal operations, and certified coal miners remained scarce in Alberta coal fields. Experienced pulpwood cutters were needed; some university students were being placed as bushmen. The commercial construction program continued to expand, in the face of rising costs of materials and labour. Residential builders were showing greater caution as evidenced by a slackening in building permits, but nevertheless projects were so numerous that a shortage of tradesmen was expected.

In the Pacific region the general employment situation showed rapid improvement, the current picture presenting a great advance over that existing a year ago. Since employment in this region is based chiefly on primary industries, the seasonal fluctuations were greater than in the highly industrialized central regions. The upswing was reaching the point where employment was available for all job seekers who could meet requirements with respect to ability and location. The problem of job location was important since almost 70 per cent of the labour surplus recorded at employment offices was centred in Vancouver alone, while much of the labour demand came from outlying areas. There was every indication of increasing labour shortages in all primary industries. University students temporarily eased the scarcity of mining labour, but skilled miners were still needed urgently. Wage increases were successfully negotiated for the base metal industry at Trail. Logging placements were affected by uncertainty due to wage negotiations. Most orders for construction workers were for out-of-town projects. In construction, employment seemed to be shifting away from low-costing housing into large industrial projects.

Employment and Payrolls at the Beginning of May, 1947

LARGELY as a result of seasonal curtailment in logging operations, employment as reported by leading establishments in the eight major industrial divisions showed a decline at the beginning of May, when the trend was also downward in railway construction and maintenance. On the other hand, moderate improvement was indicated in manufacturing as a whole, and there was increased activity in mining, communications, transportation, construction and maintenance, hotels and restaurants, wholesale trade and other industries.

The Dominion Bureau of Statistics tabulated monthly data from 17,612 firms which employed a working force of 1,848,688 persons. This number was less by 10,818 than the total reported by the same employers at the beginning of April; the loss of 0.6 per cent in the month was contra-seasonal in character according to pre-war experience, although there were general reductions at May 1 in several of the war years. Based on the 1926 average as 100, the index fell from 180.7 at April 1, to 179.7 at May 1, when it was the highest in the record for that date. The previous maximum index for May 1 was 178.2, in 1944 and 1945, while the figure at May 1, 1946, was 169.3.

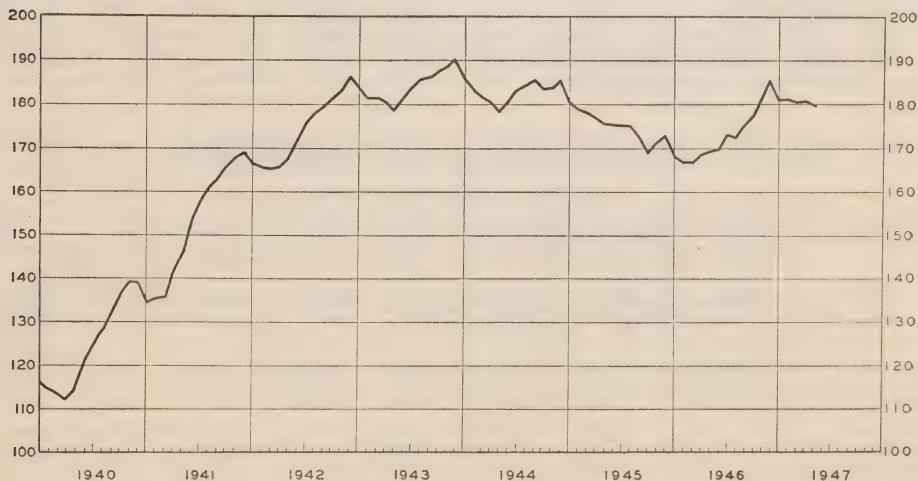
Payrolls

Accompanying the indicated recession in employment at May 1 from April 1 was a slight loss in the sums disbursed in weekly salaries

and wages by the co-operating establishments. The decline amounted to 0.1 per cent, while that in employment was stated as 0.6 per cent. The payrolls reported at the date under review aggregated \$66,379,999, as compared with \$66,444,606 in the preceding period of observation. The latest total represented an average of \$35.91 per person in recorded employment, as compared with \$35.73 at April 1. The per capita figures at May 1 in earlier years for which statistics are available were as follows: 1946, \$32.05; 1945, \$32.55; 1944, \$32.26; 1943, \$30.59 and 1942, \$28.59.

Based on the June 1, 1941, disbursements as 100 per cent, the index number of payrolls in the eight leading industries at the date under review was 163.7, as compared with 163.9 at April 1, 1947, and 137.6 at May 1 of last year. In the latter comparison, there was an increase of 19 per cent in the indicated weekly salaries and wages, as compared with that of 6.1 per cent in the number of workers. The average weekly earnings showed an advance of 12 per cent.

When the figures for financial institutions are included, the latest survey shows a total of 1,928,704 persons in recorded employment, and payrolls amounting to \$69,375,004. The same establishments had reported 1,939,388 employees at the first of April, when their disbursements in weekly salaries and wages had been stated at \$69,396,376. The per capita figure in the nine major industrial



EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.

groups, including finance, stood at \$35.97 at the beginning of May, as compared with \$35.78 at April 1, and \$32.16 at May 1 a year ago. In the 12 months, there was a rise of 6.2 per cent in recorded employment in these industries, accompanied by that of 18.8 per cent in the aggregate weekly payrolls, while the average earnings were higher by 11.8 per cent.

Table II summarizes the latest statistics of employment and payrolls for the major industrial divisions, the provinces and economic areas, and the leading industrial cities, with comparisons as at April 1, 1947, and May 1, 1946. Table I contains a monthly record for the eight leading industries as a whole and for manufacturing, showing the movements of employment and payrolls since 1943.

The disbursements of the co-operating firms at June 1, 1941, are used as the base in calculating the index numbers of payrolls. To provide a comparison of the trends of employment and payrolls, the index numbers of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table I shows that in the period for which information on payrolls is available, the number of persons on the staffs of leading establishments in the eight major industrial groups has risen by 17.7 per cent, their aggregate weekly payrolls by 63.7 per cent, and the per capita figure, by 42.2 per cent. Including finance, the increase in employment from June 1, 1941, to May 1, 1947, amounted to 18.2 per cent. The gain in the salaries and wages in this comparison was 64 per cent, while that in the average weekly earnings amounted to 41.1 per cent. As in previous reports, the following factors may be mentioned as mainly responsible for the much greater rise in the payrolls than in employment: (1) the payment of higher wage-

rates in very large numbers of industries and establishments, in addition to the general increase resulting from the mandatory payment of cost-of-living allowances to the majority of workers; the rates at which these bonuses were paid were increased on more than one occasion before they were absorbed in the basic wage-rates as from February 15, 1944; (2) the progressive up-grading of employees as they gained experience in their work and (3) reductions in the numbers and proportions of women workers.

The general increase in employment in manufacturing at May 1, 1947, as compared with June 1, 1941, amounted to 16.5 per cent, that in the indicated salaries and wages to 62.7 per cent, while the weekly average earnings rose by 41.8 per cent. The advance in recorded employment in the same comparison in the non-manufacturing industries taken as a whole was 19.1 per cent, and that in weekly payrolls, 64.9 per cent. The general increase in the per capita figure in the non-manufacturing classes taken as a unit was 42.3 per cent.

With regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups, and in the working hours. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time, or over-time may also considerably influence the reported aggregate and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

TABLE I.—INDEX NUMBERS OF EMPLOYMENT, PAYROLLS AND WEEKLY EARNINGS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries				Manufacturing			
	Index Numbers of			Per Capita Weekly Earnings	Index Numbers of			Per Capita Weekly Earnings
	Employment	Aggregate Payrolls	Per Capita Weekly Earnings		Employment	Aggregate Payrolls	Per Capita Weekly Earnings	
June 1, 1941.....	100.0	100.0	100.0	\$25.25	100.0	100.0	100.0	\$25.57
May 1, 1944.....	116.5	146.2	127.8	32.26	132.9	168.1	128.7	32.92
May 1, 1945.....	114.9	145.4	128.9	32.55	125.4	161.9	131.4	33.59
May 1, 1946.....	110.9	137.6	126.9	32.05	110.8	137.1	126.1	32.24
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
Apr. 1.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1.....	117.7	163.7	142.2	35.91	116.5	162.7	141.8	36.27

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at May 1, 1947, by the Co-operating Establishments and Aggregate and Average Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at May 1, 1947, and April 1, 1947, with Comparative Figures for May 1, 1946. Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at May 1, 1947	Aggregate Weekly Payrolls at May 1, 1947	Average Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			May 1, 1947	April 1, 1947	May 1, 1946	May 1, 1947	April 1, 1947	May 1, 1946	May 1, 1947	April 1, 1947	May 1, 1946
		\$	\$	\$	\$						
(a) PROVINCES											
Maritime Provinces	115,934	3,851,839	33.22	33.38	30.17	98.1	100.6	110.1	148.8	153.3	151.6
Prince Edward Island.....	2,662	80,667	30.30	29.99	26.87	119.5	119.0	124.8	165.9	163.4	153.1
Nova Scotia.....	60,168	1,963,996	32.64	32.52	30.83	84.5	82.3	104.9	122.0	118.3	143.0
New Brunswick.....	53,104	1,807,176	34.03	34.41	29.40	119.1	129.3	118.0	194.3	213.2	166.5
Quebec	549,456	18,988,994	34.56	34.34	30.74	116.2	118.1	108.3	167.4	169.0	138.5
Ontario	791,479	28,932,434	36.55	36.38	32.43	117.5	117.7	109.5	158.3	157.9	130.9
Prairie Provinces	214,719	7,791,089	36.29	36.21	32.86	121.2	121.0	116.2	166.1	165.6	144.2
Manitoba.....	98,431	3,553,710	36.10	35.92	32.64	119.4	119.6	114.2	162.4	161.8	140.3
Saskatchewan.....	41,250	1,450,458	35.16	35.53	31.86	114.4	114.2	112.5	155.2	156.5	138.1
Alberta.....	75,038	2,786,921	37.14	36.96	33.72	127.8	127.2	121.2	178.0	176.2	155.3
British Columbia	177,100	6,815,643	38.48	38.26	35.10	138.0	136.1	121.5	186.5	182.9	150.2
CANADA	1,848,688	66,379,999	35.91	35.73	32.05	117.7	118.3	110.9	163.7	163.9	137.6
(b) CITIES											
Montreal.....	278,370	9,706,950	34.87	34.58	31.39	125.2	124.0	118.0	170.0	167.1	144.6
Quebec City.....	25,591	773,673	30.23	29.70	27.10	104.1	102.4	99.3	149.9	145.0	128.3
Toronto.....	252,807	9,202,580	36.40	36.06	32.63	123.0	122.8	115.8	166.7	164.9	140.4
Ottawa.....	23,681	739,666	31.23	31.10	27.87	117.9	118.3	114.1	159.6	159.5	137.6
Hamilton.....	60,468	2,228,405	36.85	36.67	32.35	112.8	111.9	106.7	151.4	149.6	125.8
Windsor.....	36,648	1,594,522	43.51	43.08	40.66	114.7	109.9	114.7	132.9	126.1	123.6
Winnipeg.....	64,711	2,141,546	33.09	32.85	30.19	124.5	124.3	118.6	161.7	160.2	140.5
Vancouver.....	80,730	2,935,030	36.36	35.88	32.80	153.0	152.2	135.1	209.7	205.8	167.7
Halifax.....	20,877	697,221	33.40	32.73	29.67	115.9	128.1	135.5	170.8	185.1	176.4
Saint John.....	14,248	448,108	31.45	32.86	29.45	134.0	128.1	194.5	213.6	174.9	174.9
Sherbrooke.....	10,250	308,231	30.07	29.43	26.81	113.5	110.9	106.9	164.1	157.0	137.4
Three Rivers.....	10,494	349,568	35.31	32.98	30.05	128.9	124.4	106.9	163.5	153.7	124.3
Kitchener-Waterloo.....	19,433	685,266	35.17	34.48	30.13	129.8	129.8	121.8	200.8	196.9	161.2
London.....	25,094	848,783	35.82	32.82	30.48	140.4	139.8	124.3	185.9	179.6	149.9
Fort William-Port Arthur.....	10,977	407,496	37.12	37.68	34.19	76.7	71.6	70.3	106.8	101.2	89.8
Regina.....	11,001	349,859	31.80	31.68	28.83	120.5	119.7	112.9	165.9	164.2	141.9
Saskatoon.....	7,261	229,867	31.66	31.14	27.95	144.2	133.1	139.8	205.7	193.9	177.3
Calgary.....	20,021	683,152	34.12	34.06	31.97	126.2	123.3	116.9	170.6	166.6	142.8
Edmonton.....	19,172	631,648	32.95	32.49	30.16	138.5	134.7	134.0	187.6	179.9	165.7
Victoria.....	12,966	456,940	35.24	34.33	31.63	149.2	153.1	147.7	209.7	209.6	186.3
(c) INDUSTRIES											
Manufacturing	1,030,338	37,371,677	36.27	35.98	32.24	116.5	116.2	110.8	162.7	160.8	137.1
Durable Goods ¹	480,374	18,651,485	38.83	38.59	34.51	113.4	112.9	107.3	156.2	154.5	131.7
Non-Durable Goods.....	525,672	17,699,116	33.67	33.38	29.89	119.6	119.4	114.2	170.5	168.7	143.8
Electric Light and Power.....	24,292	1,021,076	42.03	40.68	38.77	120.2	117.3	112.3	158.7	149.9	134.1
Logging.....	76,594	2,716,161	35.46	36.61	27.95	159.1	209.1	141.4	282.9	384.1	198.7
Mining.....	65,604	2,859,600	43.59	43.17	38.39	78.7	78.3	88.0	107.6	106.0	107.1
Communications.....	43,571	1,471,078	33.76	34.02	33.21	166.0	163.6	139.3	205.7	204.2	170.1
Transportation.....	172,713	7,531,651	43.61	44.40	39.21	136.0	132.7	129.3	181.0	179.9	154.9
Construction and Maintenance.....	169,577	5,869,230	34.61	33.66	30.84	94.3	92.5	82.9	141.9	135.4	111.3
Services.....	69,484	1,413,767	23.37	23.25	20.97	134.7	132.7	127.2	194.6	190.7	166.0
Trade.....	229,807	7,146,835	31.10	30.83	28.24	128.0	127.7	119.1	168.8	166.9	143.2
Eight Leading Industries	1,848,688	66,379,999	35.91	35.73	32.05	117.7	118.3	110.9	163.7	163.9	137.6
Finance.....	80,016	2,995,005	37.43	36.96	34.69	131.8	131.6	123.5	170.8	168.3	148.6
Total—Nine Leading Industries	1,928,704	69,375,004	35.97	35.78	32.16	118.2	118.9	111.3	164.0	163.9	138.0

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments, and clay, glass and stone products.

The Sex Distribution of the Persons in Recorded Employment

As already stated, the co-operating firms in the eight leading industries employed a staff of 1,848,688 persons at May 1, of whom 1,445,394 were men and 403,294 were women. As compared with April 1, the reported number of men showed a decrease of 9,794, or 0.7 per cent, while the accompanying loss among women amounted to about 1,024, or 0.3 per cent. In the nine leading industries, in which there was a general decline of 10,684 persons, the number of women in recorded employment was lower by 947, or 0.2 per cent, at May 1 as compared with a month earlier. The number of men laid off by the co-operating establishments approximated 9,737, or 0.6 per cent. The disparities in the rates of

change among workers of the two sexes result largely from seasonal causes, the pronounced curtailment in logging and in railroad construction and maintenance particularly affecting men workers.

The latest ratio of women per 1,000 employees in the case of the eight major industrial groups was 218, as compared with 217 at April 1, 1947, and 225 at May 1, 1946. In the case of the nine leading industries, the proportion at May 1 was 228, as compared with 227 at April 1 and 236 at May 1 of last year. When the ratio of women was at its highest point, at October 1, 1944, the number of women reported in the eight industries constituted 261 per 1,000 workers, and in the nine major industrial divisions, 271 per 1,000.

Operations of the National Employment Service

IN the face of sharp reductions in both persons seeking work at employment offices and employers requesting additional help, placements have shown relatively little decline.

During the first five months of 1947, the respective decreases over the comparative period last year were: applications, 17 per cent; vacancies, 10 per cent; placements, 3 per cent.

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS
(AVERAGE CALENDAR YEAR 1926=100)
(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1931.....	102.2	104.0				102.3	103.8	100.0				96.1
May 1, 1932.....	87.5	87.8				86.0	89.5	87.6				82.7
May 1, 1933.....	77.6	80.3				75.4	79.5	79.2				72.2
May 1, 1934.....	92.0	98.3				85.5	98.5	85.4				88.4
May 1, 1935.....	95.2	97.4				89.7	101.7	87.9				92.6
May 1, 1936.....	99.5	103.4				96.4	103.4	92.7				99.0
May 1, 1937.....	106.3	110.7				105.2	111.2	93.2				103.4
May 1, 1938.....	107.4	107.3	72.6	116.5	98.3	112.6	109.9	91.5	90.3	89.2	95.0	102.8
May 1, 1939.....	106.2	100.2	82.2	114.4	84.1	111.6	107.9	94.5	90.7	98.2	97.7	103.3
May 1, 1940.....	114.3	112.8	86.4	124.0	100.7	113.9	121.0	100.2	97.6	103.6	102.0	107.2
May 1, 1941.....	145.5	136.5	96.8	156.2	115.2	146.8	156.5	124.1	120.5	122.1	131.1	132.7
May 1, 1942.....	167.4	156.7	94.4	179.3	132.3	177.9	175.9	130.9	129.1	118.5	141.9	158.8
May 1, 1943.....	178.2	170.6	102.3	194.1	145.0	192.0	181.8	135.9	135.0	125.6	144.2	186.8
May 1, 1944.....	178.2	176.6	123.1	200.3	149.5	190.4	180.8	141.0	138.2	130.6	152.2	183.3
May 1, 1945.....	175.5	183.1	113.9	196.7	170.1	184.9	180.1	139.3	135.2	132.0	150.3	172.4
May 1, 1946.....	169.3	167.8	133.7	176.1	159.2	170.3	176.7	149.1	142.4	143.3	163.0	163.9
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1.....	179.7	149.5	128.0	141.9	160.7	182.8	189.5	155.5	148.9	145.8	171.9	186.2
Relative Weight of Employment by Provinces and Economic Areas at May 1, 1947....	100.0	6.3	0.1	3.3	2.9	29.7	42.8	11.6	5.3	2.2	4.1	9.6

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)
(The latest figures are subject to revision)

Industries	Relative Weight	May 1, 1947	Apr. 1, 1947	May 1, 1946	May 1, 1945	May 1, 1944	May 1, 1943	May 1, 1942
Manufacturing	55.7	195.8	195.2	186.2	210.6	223.2	222.9	202.3
Animal products—edible.....	2.4	215.8	204.4	216.5	207.9	215.0	177.3	168.8
Fur and products.....	.2	156.5	151.7	161.3	140.5	127.8	128.0	121.0
Leather and products.....	1.8	159.8	161.0	155.9	140.7	139.3	141.4	139.6
Boots and shoes.....	1.1	146.9	147.0	143.1	129.2	127.2	127.2	130.1
Lumber and products.....	4.0	136.6	136.1	126.2	120.3	115.7	109.4	115.7
Rough and dressed lumber.....	2.3	114.7	114.2	103.8	97.6	92.2	88.2	103.4
Furniture.....	.8	164.2	167.2	146.9	126.2	123.3	107.6	113.5
Other lumber products.....	.9	196.6	192.6	190.9	200.4	196.7	190.6	163.7
Musical instruments.....	.1	42.3	41.9	37.4	27.7	29.3	49.6	39.4
Plant products—edible.....	3.1	170.5	170.4	157.5	156.8	151.3	135.8	135.1
Pulp and paper products.....	5.8	169.3	167.7	157.0	138.1	133.3	126.6	132.1
Pulp and paper.....	2.6	152.9	150.0	140.8	122.8	118.9	115.3	123.4
Paper products.....	1.1	256.6	256.2	235.0	212.4	206.8	188.0	186.5
Printing and publishing.....	2.1	161.6	161.2	152.0	133.3	127.3	120.2	124.9
Rubber products.....	1.4	197.8	198.1	187.1	179.4	163.7	127.7	126.7
Textile products.....	8.3	174.6	175.8	166.1	158.8	159.7	162.5	169.5
Thread, yarn and cloth.....	3.0	178.5	180.6	168.8	157.5	159.0	164.2	177.4
Cotton yarn and cloth.....	1.2	111.1	112.4	108.9	108.3	112.2	121.4	128.9
Woolen yarn and cloth.....	.8	194.9	200.9	184.5	168.9	170.2	180.4	205.4
Artificial silk and silk goods.....	.8	783.2	781.8	710.3	617.6	600.7	547.5	581.1
Hosiery and knit goods.....	1.3	164.2	165.8	159.5	145.5	150.0	141.2	143.7
Garments and personal furnishings.....	3.0	176.8	176.8	164.1	162.0	160.7	167.8	174.0
Other textile products.....	1.0	171.2	173.1	173.8	174.0	173.9	174.1	173.5
Tobacco.....	.5	120.8	142.0	114.5	135.8	130.8	133.1	156.9
Beverages.....	.9	303.0	297.9	285.8	256.7	236.3	211.8	232.9
Chemicals and allied products.....	2.3	331.3	330.9	323.8	579.2	586.1	683.7	677.8
Clay, glass and stone products.....	1.1	183.9	181.9	162.9	135.8	136.6	132.0	130.5
Electric light and power.....	1.3	180.2	175.9	168.4	143.2	135.6	137.1	143.2
Electrical apparatus.....	2.7	342.6	339.9	290.2	288.7	329.9	292.3	246.1
Iron and steel products.....	15.5	212.7	211.9	209.1	291.6	334.2	340.4	272.7
Crude, rolled and forged products.....	1.9	265.0	261.5	259.0	244.1	249.3	257.8	244.7
Machinery (other than vehicles).....	1.6	257.1	256.7	232.7	217.1	222.6	248.1	252.4
Agricultural implements.....	.8	185.2	183.1	164.6	143.4	121.7	133.7	122.5
Land vehicles and aircraft.....	5.9	173.4	171.7	172.5	255.4	305.5	282.4	232.1
Automobiles and parts.....	2.4	287.3	278.2	256.8	278.1	286.5	311.1	276.8
Steel shipbuilding and repairing.....	1.3	482.1	491.0	535.0	1,251.8	1,519.9	1,479.6	894.1
Heating appliances.....	.3	192.9	209.7	191.6	193.7	164.3	168.4	157.3
Iron and steel fabrication (n.e.s.).....	.6	202.4	199.1	178.7	274.9	288.9	328.7	279.2
Foundry and machine shop products.....	.5	223.9	228.3	220.4	231.9	267.6	255.7	282.4
Other iron and steel products.....	2.6	223.5	222.6	221.0	328.4	383.4	463.9	360.9
Non-ferrous metal products.....	2.5	326.3	324.3	293.7	392.1	454.1	486.4	378.8
Non-metallic mineral products.....	.8	211.3	209.2	217.4	214.2	207.5	203.2	192.9
Miscellaneous.....	1.0	304.0	303.1	296.1	345.6	371.6	405.4	322.1
Logging	4.2	251.8	331.0	223.9	205.8	162.4	131.8	158.5
Mining	3.5	139.4	138.7	155.9	145.7	155.4	157.8	173.5
Coal.....	.7	48.7	49.9	94.6	92.7	97.0	89.9	94.9
Metallic ores.....	2.1	304.6	300.7	276.2	251.6	283.3	308.8	355.4
Non-metallic minerals (except coal).....	.7	196.9	193.8	177.4	161.0	156.7	154.6	157.2
Communications	2.3	161.4	159.0	135.4	112.6	106.1	102.5	103.7
Telegraphs.....	.4	133.5	133.8	134.0	126.4	128.2	131.5	119.8
Telephones.....	1.9	167.5	164.5	135.2	108.5	100.1	94.6	99.3
Transportation	9.4	134.4	131.1	127.7	124.4	120.9	111.7	104.1
Street railways and cartage.....	3.2	221.8	218.5	203.5	188.3	182.0	163.5	149.8
Steam railways.....	4.8	111.7	111.4	108.9	107.0	105.1	101.2	92.6
Shipping and stevedoring.....	1.4	112.7	98.6	106.6	115.6	110.3	92.4	95.6
Construction and Maintenance	9.2	131.1	128.6	115.2	98.8	87.2	115.7	109.3
Building.....	4.3	173.5	167.1	130.9	85.5	83.9	159.4	132.4
Highways.....	3.2	143.6	124.0	133.1	131.6	99.8	101.7	114.0
Railway.....	1.7	74.4	91.3	77.8	82.6	78.9	84.3	81.6
Services	3.3	231.9	228.5	219.1	202.4	200.7	182.7	176.3
Hotels and restaurants.....	2.2	230.8	227.1	213.5	201.6	197.8	174.9	167.1
Personnel (chiefly laundries).....	1.1	234.1	231.2	230.0	204.0	205.6	196.2	192.1
Trade	12.4	200.7	200.2	186.7	171.0	160.4	151.7	153.5
Retail.....	8.9	206.9	206.8	193.9	177.8	167.7	160.0	160.6
Wholesale.....	3.5	186.5	185.5	169.9	154.5	142.1	130.0	134.3
Eight Leading Industries	100.0	179.7	180.7	169.3	175.5	178.2	178.2	167.4
Finance		153.0	152.8	143.4	128.7	125.4	122.4	122.7
Banks and trust companies.....		154.2	154.3	144.2	133.1	129.9	126.6	125.6
Brokerage and stock market.....		210.6	214.5	243.1	169.9	136.1	111.0	109.9
Insurance.....		147.0	146.1	136.5	120.6	118.7	117.2	119.5
Total—Nine Leading Industries		178.4	179.4	168.0	173.2	175.6	175.5	165.2

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

In general, the lessened activity at employment offices was the reflection of the relatively stable employment situation. Unplaced applicants had fallen to an all-time low and by July 3, the latest available date, totalled 114,500. All indications pointed to an easy absorption of "first jobbers" at the close of the school year. Heavy orders were on file from employers for immigrant labour while

others were utilizing the pools of unemployed labour in Nova Scotia and other areas.

A conference of employment advisers representing all universities throughout Canada convened at Laval University, Quebec City, June 17-21. It was disclosed that, except for isolated cases, absorption of university students into both summer and permanent employment was complete.

Agriculture

Interruptions in seeding operations, especially in the Eastern provinces, tended to lower the usual labour requirements at this season of the year. However, excellent haying conditions offset, to some extent, the downtrend in labour needs.

The announcement and subsequent arrival of the Dutch and Polish immigrants brightened the farm labour scene. A large number were directed toward the seriously undermanned sugar beet areas and others were scheduled to be absorbed in general farming.

Two of the three main agricultural excursions normally undertaken each year by National Employment Service were getting under-

way. Movement of workers to British Columbia for berry picking began at the end of May and will conclude around the end of July. The movement of Prairie farm labour to Eastern points was charted to begin June 23; some 2,000 experienced farm workers were expected to be moved within an approximate three-week period.

Placements into agriculture and fishing edged downward from the April peak to average 477 per week in May. Similarly, fewer vacancies were reported during the May period with the result that the number on file dropped to 3,157 at the month-end.

Non-Agricultural Industry

Vacancies Notified

The seasonal upswing in vacancies during the spring of 1947 was relatively slow. During March, April and May the respective monthly percentage increases were 8 per cent, 6 per cent and 6 per cent. In contrast, the comparative period in 1946 registered gains of 19 per cent, 18 per cent and 8 per cent.

In part, the current picture is a reflection of the era of full employment now existing. Employers, realizing the limitations of the available sources of labour are not placing orders for help in full. There has been a growing tendency to look toward immigration or transfer of labour from depressed areas, such as Cape Breton, as a possible means of satiating demand.

During May, vacancies showed a slight seasonal gain with jobs reported in increasing numbers in construction, trade, service, food processing and machinery manufacturing. Average weekly vacancies numbered 34,017 leaving 99,491 on file at the month end. One year before, 40,089 had been notified each week with 112,426 unfilled at the end of the period.

Mining.—The employment situation in the mines throughout the post-war period has been one of continued labour shortages. Any large-scale remedial measure has been blocked by limitations on housing accommodation. The

industry has been particularly handicapped by the shortage of skilled labour which in turn has curbed expansion of opportunities for unskilled help.

To some extent, labour shortages were eased by the summer employment of university students but this offered only temporary relief. Until more trained help becomes available, either through importation of skilled miners or enlarging training programs, the extensive expansion warranted by the heavy world demand for base metals and gold is unlikely to take place.

There were 689 vacancies notified per week in mining during May—representing a 23 per cent drop over the April requirements and a 45 per cent decline over the number reported in May, 1946. The falling off reflected largely the inactivity in the Maritime coal mines due to labour disputes.

Manufacturing.—The volume of industrial production continued at close to capacity. However, signs of over-production had begun to appear in certain specific lines of manufacturing—stuffed furniture, nylon thread, shoes, aluminum cooking utensils and certain basic building materials. With the exception of these, prospects for employment during the remainder of the year appeared to be excellent.

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
July, 1944	142,365	64,608	206,973	40,218	28,586	68,804
July, 1945	117,390	44,420	161,810	54,753	23,029	77,782
July, 1946	71,018	47,951	118,969	139,977	36,758	176,735
August, 1946	64,462	43,040	107,462	125,855	34,485	160,340
September, 1946	70,870	46,366	117,236	113,959	30,886	144,845
October, 1946	95,814	45,820	141,634	111,219	31,040	142,259
November, 1946	91,662	41,156	132,818	102,676	31,593	134,269
December, 1946	68,818	38,707	107,525	110,465	29,003	139,468
January, 1947	54,742	34,987	89,729	135,656	28,221	164,177
February, 1947	39,008	32,793	72,701	155,965	37,140	193,105
March, 1947	36,801	34,995	71,796	156,820	37,994	194,814
April, 1947	43,010	38,725	81,735	145,606	35,448	181,354
May, 1947	53,484	38,706	92,190	122,771	34,192	156,963
May, 1947	62,770	39,870	102,640	94,170	32,311	126,481
July ⁽¹⁾ , 1947	59,979	35,273	95,252	80,977	33,551	114,528

(1) Latest figures subject to revision.

Heavy industry in general had been undermanned and the movement of workers to agriculture and construction during the warmer weather aggravated the shortage. Some easing had resulted from the importation of labour from the Maritimes. Also, steps were underway for recruiting help in Great Britain.

Labour demand in food processing plants grew steadily during May. Little difficulty was expected in meeting needs since a large proportion of help is recruited locally among the married women and student labour force.

The shortage of woman power for factory work became even more acute during May. Textile, rubber and radio workers continued in short supply with little possibilities of satisfying demand through the normal channels. Many employers have indicated their desire to import help.

Average weekly vacancies notified in manufacturing numbered 10,201, indicating a 2 per cent decline over the month, while a 20 per cent drop occurred during the year.

Construction.—The construction boom predicted for the 1947 season had not materialized. Rising costs brought about a large scale cancellation of contracts, especially in residential building. Many contractors would not quote a specified price on tenders for fear of additional upward revisions in material costs.

The withdrawal of much residential work was offset by accelerated activity in industrial and public utility construction. Already journeymen, especially in the trowel trades, were in great demand and serious shortages were expected to develop in practically all areas. It was hoped that the situation would be eased somewhat by an integrated plan of moving tradesmen from job to job.

Vacancies notified in construction averaged 5,423 a week leaving 11,562 unfilled at the end of May.

Transportation.—Track maintenance men were difficult to obtain in some areas, principally in Ontario and British Columbia. Orders were placed in clearance, however, and relief was forthcoming from the Maritime and Prairie provinces.

The opening up of inland waterways greatly increased port activity in Montreal while at the same time causing some unemployment among stevedores and longshoremen at the ports of Saint John and Halifax.

The seasonal upswing of activity in highway transportation was reflected in the marked downtrend in the number of unplaced truck drivers.

Vacancies in transportation totalled 1,649 per week during May, leaving 3,045 unfilled at the end of the month.

Trade.—The restraining effect of price decontrol on retail business was being felt throughout the country. Trade was reported slack in the Prairie and Maritime regions; the latter region was suffering particularly from the reduced purchasing power caused by the prolonged strike. In the remaining regions, trade was stimulated to some extent by the start of the tourist traffic.

Labour demand in trade establishments compared favourably with that reported in 1946. The increased employment needs, however, were concentrated mainly in Toronto where large retailers were seriously short of clerical help. Jobs on a commission basis were in abundance but interested applicants were scarce. Orders for summer help were absorbing a fair number of students temporarily during the holiday period.

Vacancies in trade averaged 3,732 per week in May leaving 10,334 positions unfilled at the end of the month.

Service.—The holiday needs of tourist camps and summer homes were adequately met with

little difficulty. Recruitment of help took place largely among students and teachers although a considerable number of the regular staff left restaurants, domestic service, laundries, and hotels for the summer season.

The exit of the regular service workers aggravated the existing shortage of personal and domestic workers in urban centres. Labour needs in restaurants and hotels continued at a high level in order to cover the usual labour turnover as well as replacements for regular staff on vacation. The unrelenting demand for domestics showed little signs of alleviation and various women's organizations throughout the country were pressing for immigration as the only means of relief. Labour turnover was increasing in laundries and dry cleaning establishments due to the warmer weather.

Vacancies in service (other than public and professional) jumped by nine per cent during May to average 6,530 per week.

Applicants Registering

The relative stability existent in the labour market was indicated by the dropping off in job-seekers to an all-time low. Weekly applications fell to 29,000 in May in contrast to the yearly high of 41,000 in January and 60,000 during peak demobilization. The winter unemployed had, for the most part, been successfully absorbed into summer employment by the end of May. The unplaced had fallen to 128,000 which represented less than 3 per cent of the civilian labour force.

In general, undermanned industry was looking to three main sources for recruitment of additional help—first jobbers, transfers from unemployment areas, and immigration.

The normal influx of first jobbers at the close of the school term had begun. Relief was felt in the technical field with the absorption of graduating engineers, but the limited number graduating left much of the demand unsatisfied. Several thousand high school students would be available at the end of June and already many employers had contacted them for employment.

Transfer of workers from chronic unemployment areas was gaining momentum. Some 1,200 Maritime workers had, since the beginning of 1947, been moved to gainful employment in labour-short mines, factories and farms in Ontario. The unemployed in Windsor and Oshawa were recruited for factory work in Brantford and Kitchener. Unplaced women in Sudbury were recently transferred to factory work in St. Thomas.

Immigration offered an important source of labour supply. During the first four months

(Continued on page 1056)

Method Used to Adjust for Seasonality

On the basis of their periodicity, the movements of any time series can be classified as secular, cyclical, seasonal, and irregular.

For analytical purposes, it is valuable to adjust a specific time series so that the seasonal movement is eliminated. This adjustment has been made to the indices of employment shown in the charts entitled, "Employment Trends in Canadian Industries" and "Regional Employment Trends".

There are several methods whereby these adjustments can be made. The one used in this case is outlined below.

First, a 12-month moving average was computed from the original indices. This moving average was then centred by means of a 2-month moving average computed from it. This step was based on the assumption that the length of the seasonal period movement is 12 months. In general, this assumption is correct.

Second, the original employment indices were expressed as percentages of the appropriate centred 12-month average. Percentage deviations were computed rather than numerical deviations because inspection of the original series showed that since 1939 there have been very extensive cyclical movements. If numerical deviations were used as the basis for determining the seasonal pattern, this wide cyclical movement would tend to distort the pattern obtained. Percentage deviations are not distorted in this manner to nearly so great an extent.

Third, the percentage deviations were then arrayed by months. The purpose of this step was to determine whether the seasonal pattern was relatively stable or whether it was changing over the period under consideration. This inspection showed, in almost every case, a changing seasonal pattern.

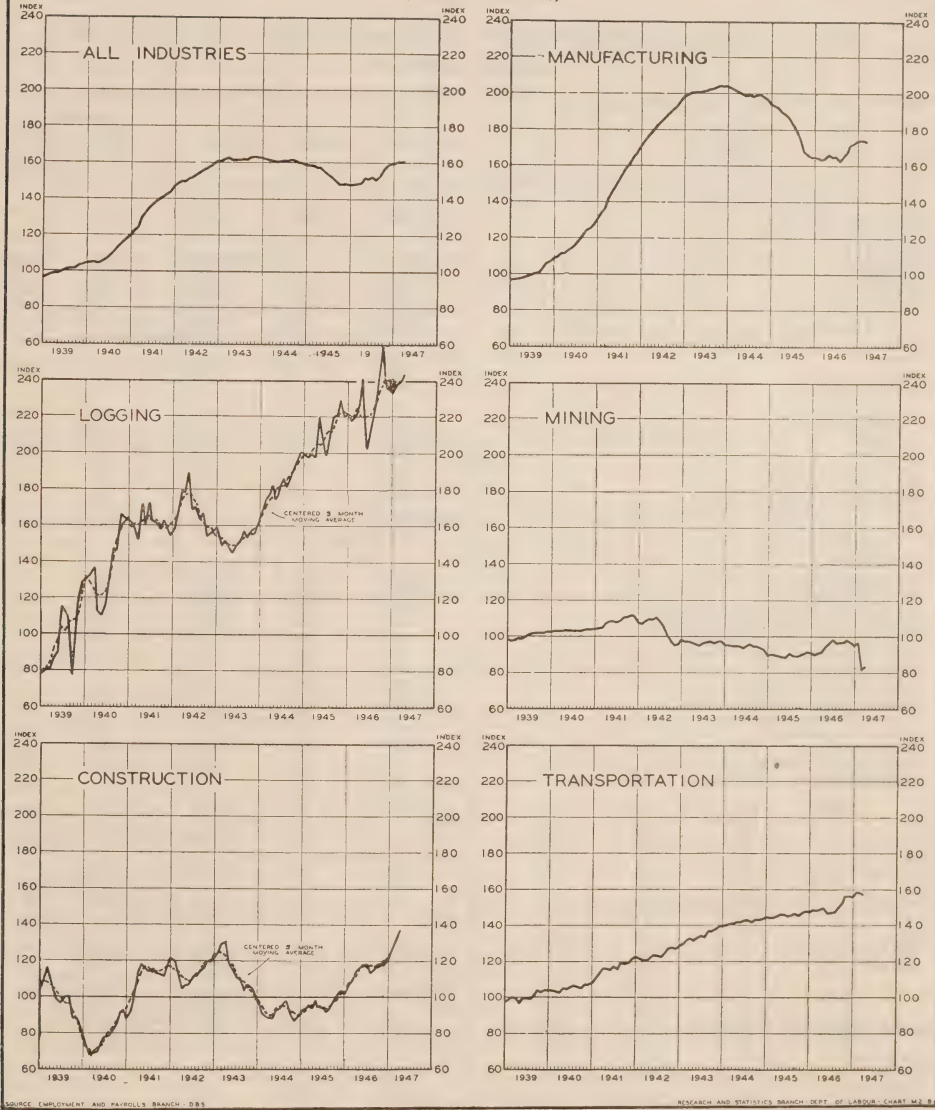
Fourth, since both the amplitude and pattern of seasonality changed considerably during the war and are still changing, it was felt that the percentage deviations should be averaged, by months, for the relatively short period of three years. These average percentage deviations were then used to adjust the original indices for the middle of the three years. In other words, the 3-year moving average seasonal pattern was used as the basis of adjustment.

Fifth, the actual process of deseasonalization was accomplished by dividing the original indices by the appropriate 3-year average seasonal index. This procedure, of course, would not apply to the most recent year. In this case, a 36-month average seasonal pattern was computed and used as a basis of adjustment for the most recent 12 to 23 months. As succeeding monthly data were obtained, the 36-month average seasonal pattern was moved ahead one month, and new indices obtained. The new indices were then used as a basis of adjustment for the most recent month only.

The general procedure, then, was to compute a 3-year moving average seasonal pattern and to use this as the basis for adjusting the original series.

In the case of two industries, logging and construction, the seasonal variations were so great and so irregular that when the original indices were adjusted in the manner outlined above, a very erratic trend was obtained. In order to depict more clearly the general movement, a 5-month moving average of the seasonally adjusted indices was computed.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES
SEASONALLY ADJUSTED
FROM 1939 TO 1947
(AVERAGE - 1939 = 100)



of 1947, 11,000 persons had entered Canada and the number expected to arrive will show steady gains throughout the summer.

The number unplaced at employment offices fell by 30,000 during May to total 128,000 at the month-end. The decline was evident in all main occupational groups although it was somewhat more pronounced in construction, truck driving, food processing, service and

unskilled groups. At the end of May, 40,000 or 32 per cent were unskilled, 36,000 or 29 per cent were skilled or semi-skilled, 19,000 or 15 per cent were clerical and 14,000 or 11 per cent were service workers (see Table II). Of the unskilled, the largest single classified group was registered for construction while in the skilled groupings the unplaced were heaviest in transportation.

TABLE II.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT JUNE 1, 1947

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From May 1, 1947	
				Absolute	Percentage
AGRICULTURE, FISHING.....	2,723	434	3,157	— 243	— 7.2
LOGGING—					
Pulpwood.....	7,332	17	7,349	+ 1,930	+ 35.6
Lumber.....	1,439	15	1,454	+ 237	+ 19.5
Other logging.....	132	.....	132	— 60	— 31.3
Total.....	8,903	32	8,935	+ 2,107	+ 30.9
MINING—					
Coal.....	485	1	486	+ 16	+ 3.4
Metallic ores—					
Iron.....	50	.....	50	+ 4	+ 8.7
Gold.....	1,067	6	1,073	+ 104	+ 10.7
Nickel.....	611	1	612	— 62	— 9.2
Copper.....	186	3	189	+ 20	+ 18.1
Other metallic ores.....	154	2	156	+ 58	+ 59.2
Non-metallic minerals.....	361	4	365	+ 87	+ 31.3
Prospecting and oil producing.....	85	.....	85	— 23	— 21.3
Total.....	2,999	17	3,016	+ 213	+ 7.6
MANUFACTURING—					
Food and kindred products.....	2,244	2,474	4,718	+ 1,440	+ 43.9
Textiles, apparel, etc.....	2,488	8,575	11,063	— 1,432	— 11.5
Lumber and finished lumber products.....	3,133	338	3,471	+ 895	+ 34.7
Pulp and paper products and printing.....	1,625	1,464	3,089	+ 406	+ 15.1
Chemicals and allied products.....	698	412	1,110	+ 99	+ 9.8
Products of petroleum and coal.....	112	43	155	+ 1	+ 0.6
Rubber products.....	401	296	697	+ 81	+ 13.1
Leather and products.....	397	847	1,244	— 79	— 6.0
Stone, clay and glass products.....	749	124	873	+ 40	+ 4.8
Iron and steel and products.....	1,757	294	2,051	+ 244	+ 13.5
Non-ferrous metals.....	878	187	1,065	— 9	— 0.8
Machinery.....	2,197	815	3,012	+ 492	+ 19.5
Transportation equipment.....	1,162	140	1,302	— 533	— 29.1
Miscellaneous.....	489	601	1,090	— 76	— 6.5
Total.....	18,330	16,610	34,940	+ 1,569	+ 4.7
CONSTRUCTION.....	11,500	62	11,562	+ 3,406	+ 41.8
TRANSPORTATION.....	2,892	153	3,045	— 112	— 3.6
COMMUNICATIONS AND OTHER PUBLIC UTILITIES.....	1,337	571	1,908	+ 259	+ 15.7
TRADE—					
Wholesale.....	2,070	856	2,926	+ 157	+ 5.7
Retail.....	3,251	4,157	7,408	+ 675	+ 10.0
Total.....	5,321	5,013	10,334	+ 832	+ 8.8
FINANCE, INSURANCE, REAL ESTATE.....	1,323	1,319	2,642	— 350	— 11.7
SERVICE—					
Public.....	1,750	1,042	2,792	+ 640	+ 29.7
Domestic.....	280	3,934	4,214	+ 92	+ 2.2
Personal.....	2,336	7,327	9,663	+ 1,802	+ 22.9
Custom and repair.....	1,660	246	1,906	+ 17	+ 0.9
Other service.....	1,422	3,112	4,534	+ 234	+ 5.4
Total.....	7,448	15,661	23,109	+ 2,785	+ 13.7
ALL INDUSTRIES.....	62,776	39,872	102,648	+10,466	+ 11.4

Referrals

The level of referral activity reflects the balance existing between labour demand and supply. Necessarily the geographical and occupational distribution, job requirements and wage rates, physical strength, traits and responsibilities of the jobseeker, degree of mobility of workers, and the skill of the placement officer, etc., rather than the actual numbers reported are the decisive "matching" factors. The interplay of these factors during the first five months of 1947 resulted in greater proportionate referral activity than in the corresponding period one year before. Referrals indicated only a 4 per cent decline despite a 17 per cent dropping off in applications and a 10 per cent decrease on jobs reported. In May, referrals averaged 26,087 per week, representing a 7 per cent rise during the month. The monthly gain was proportionate to the increase in jobs reported. That is, a constant ratio of 46 referrals per 100 jobs available (those on file at the beginning in addition to those reported during the month) was maintained. On

the other hand, there was a decided gain in the proportion of applicants referred to jobs. Whereas in April 32 per cent of available applicants received referral slips, by May the percentage had risen to 38.

Placements

Similar to the referral trend, placement activity had shown a much smaller proportionate drop than either vacancies or applications. During the five-month period recorded in 1947, placements showed a 3 per cent decline over the comparative months in 1946. Since a 4 per cent drop was recorded in referral activity it was evident that there had been a slight upswing in the effective referral ratio—that is, more referrals were resulting in placements.

Reports from employment offices indicated that the chief deterrent factors in placement activity were the tightening up of job specifications by employers and the "selectiveness" of applicants in certain lines of unskilled work.

TABLE III.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JUNE 1, 1947

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,417	749	2,166	4,291	807	5,098
Clerical Workers.....	2,082	5,478	7,560	7,425	11,808	19,233
Sales Workers.....	2,753	2,395	5,148	3,869	4,763	8,632
Personal and Domestic Service Workers.....	3,105	12,798	15,903	8,942	4,602	13,544
Seamen.....	186	2	188	1,226	5	1,231
Agriculture and Fishing.....	3,062	257	3,319	2,118	371	2,489
Skilled and Semiskilled Workers.....	25,156	7,185	32,341	31,408	4,745	36,153
Food and kindred products.....	353	130	483	728	481	1,209
Textiles, clothing, etc.....	1,160	4,990	6,150	558	2,046	2,604
Lumber and wood products.....	9,200	28	9,228	1,308	83	1,391
Pulp, paper and printing.....	301	220	521	320	185	505
Leather and products.....	141	460	601	761	239	1,000
Stone, clay and glass products.....	85	7	92	76	23	99
Metalworking.....	2,344	66	2,410	4,699	268	4,967
Electrical.....	264	197	461	683	106	789
Transportation equipment, n.e.c.....	67	9	76	530	146	676
Mining.....	1,160	.....	1,160	638	.....	638
Construction.....	4,602	3	4,605	5,334	4	5,338
Transportation (except seamen).....	1,076	3	1,079	6,522	47	6,569
Communication and public utility.....	157	.....	157	177	8	185
Trade and service.....	612	766	1,378	766	343	1,109
Other skilled and semiskilled.....	3,022	215	3,237	5,152	610	5,762
Foremen.....	141	17	158	540	84	624
Apprentices.....	471	74	545	2,616	72	2,688
Unskilled Workers.....	25,009	11,006	36,015	34,891	5,210	40,101
Food and tobacco.....	977	2,210	3,187	538	1,153	1,991
Lumber and lumber products.....	2,222	161	2,383	1,090	158	1,248
Metalworking.....	2,036	343	2,379	1,030	145	1,175
Construction.....	6,619	.....	6,619	4,540	1	4,541
Other unskilled workers.....	13,155	8,292	21,447	27,393	3,753	31,146
Total.....	62,770	39,870	102,640	94,170	32,311	126,481

TABLE IV.—AVERAGE WEEKLY PLACEMENTS AND REFERRALS AS REPORTED BY NATIONAL EMPLOYMENT SERVICE FOR THE MONTH OF MAY, 1947

(Source: Form UIC 751)

Industry	Weekly Average		
	Place-ments	Referrals	Per Cent Place-ments of Referrals
Agriculture and fishing.....	477	654	72.9
Logging.....	479	656	73.0
Mining.....	379	565	67.1
Manufacturing.....	4,399	7,845	56.1
Food and kindred products.....	676	1,257	53.8
Textiles, apparel, etc.....	577	1,043	55.1
Lumber and finished lumber products.....	603	1,027	58.7
Pulp and paper products and printing.....	305	495	61.6
Chemicals and allied products.....	198	374	52.9
Products of petroleum and coal.....	59	100	59.0
Rubber products.....	64	140	45.7
Leather and products.....	76	140	54.3
Stone, clay and glass products.....	177	296	59.8
Iron and steel and products.....	412	785	52.5
Non-ferrous metals.....	278	409	68.0
Machinery.....	468	891	52.5
Transportation equipment.....	396	670	59.1
Miscellaneous.....	110	213	51.6
Construction.....	3,038	4,638	65.5
Transportation.....	1,041	1,455	71.5
Communications and other public utilities.....	235	374	62.8
Trade.....	1,716	3,524	48.7
Finance, insurance, real estate.....	192	439	43.7
Public and professional service.....	1,017	1,627	62.5
Other service.....	3,266	4,964	65.8
All industries.....	16,239	26,741	60.7

Seasonal influences upped the placement activity by 6 per cent during May. The most noteworthy increase took place in mining followed by substantial upswings in construction, service and sawmill employment. The rise was general throughout the country and was common to both men and women. Average weekly placements totalled 15,762 per week as compared with 14,849 and 17,985 one month and one year before respectively.

Twelve per cent of placements were short-term, that is, of less than seven days duration. As reported in previous issues, these placements were concentrated largely in trade and services.

Movement of labour accounted for 2 per cent of placements. Although normally confined largely to the seasonal logging and mining industries, over 100 persons were trans-

ferred into textile employment. The continuing housing shortage was the main obstacle limiting transfer of help.

The following table gives the placements effected by employment offices, each year, from January 1937, to date:

Year	Placements		
	Regular	Casual	Totals
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,018	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946.....	785,593	73,819	859,412
1947 (21 weeks).....	265,555	39,087	304,642

Special Placements

There has been a constantly growing co-operation received from employers in the absorption into employment of physically handicapped personnel. To date placements had averaged a 38 per cent gain over 1946 and the spread was widening in the latest recorded period. From April 15-May 14 placements totalled 1,414 in comparison to 1,269 and 1,109 one month and one year before respectively.

Many offices were reporting that those on file were narrowing down to very seriously impaired cases or over-age applicants having little training in any specific line of work.

By the mid-May date the unplaced had fallen to a new all-time low (4,938); this represented 3 per cent of the total unplaced at that date.

The work of the Employment Service in guiding youths into gainful employment was progressing favourably during May. Applications from youths registering for work were supplemented with information from school records in order to exact the most selective placing. Job opportunities, in all except chronic unemployment areas, appeared to be excellent.

Executive and Professional Offices

Placement of executive and professional personnel during May reached the highest peak since the beginning of 1946, excepting the month of February in the current year. This upswing reflected the absorption of university graduates at the termination of the spring semester. Engineering graduates were in great demand, but because of the limited number completing their courses, many orders remained unfilled. Fewer vacancies existed for the general Arts and Commerce students with many of these students getting appointments through personal contact. Placements during May averaged 69 per week as compared with 61 in April.

Many of the orders on file required personnel of exceptional ability, with both

diversified experience and scholastic background; they were also expected to be in the younger age bracket. Applicants presently unemployed tended to be beyond 45 years of age and limited in practical experience. At the end of May, 2,297 applicants were unplaced while vacancies available numbered 1,720.

Gainful employment for the summer months was found for practically all undergraduates, with the aid of the E & P and local offices. Applied and practical science students were able to secure employment in their chosen line of work while those in the more general courses usually accepted job opportunities offering good wages.

Veterans

Applications.—The steady reduction in applications evident in the general field was not shared by veterans. Veteran applications during the last three months had remained relatively stable in contrast to the general experience of an eight per cent decline elsewhere. This contrasting upward movement largely reflected the influx of veteran students at the close of the university year. An average of 7,430 applications were received from veterans each week in May.

Placements.—With a greater proportion of veterans available at employment offices, placements showed a markedly greater percentage rise than in the general field. Placements rose by 13 per cent to total 4,380 per week during May.

Dual Service and World War I veterans received more appointments in May than were recorded in any month during the past year. This remarkable account, in the face of the declining rate of demobilization, indi-

cated the great success achieved by the public campaigns launched on behalf of the older veteran.

Special Placement officers and Casualty Rehabilitation officers continued to devote special attention to the selective placing of physically impaired veterans. Employers generally showed great willingness to accept amputation cases but were sometimes more reluctant to employ persons with less visible forms of handicaps. From April 15 to May 14 placements totalled 692, the annual high to date.

Unplaced Applicants.—Veterans, registered as unplaced at N.E.S. offices, fell by 14,000 or 27 per cent during May. Sharp reductions took place in practically all centres, with the exception of certain university cities.

The duration of registrations for work also indicated a decided drop. Whereas at the end of April 77 per cent of the unplaced had been registered for more than two weeks, one

month later the percentage had fallen to 73. A heavy proportion of the "long-term" unplaced ex-servicemen were in the Halifax centre where 6,080 had been seeking work for more than two weeks. This was indicative

of the chronic unemployment problem existent in that area. Centres reporting more than 2,000 in the "15 days or more" unplaced group were: Vancouver (3,205); Winnipeg (2,749); Saint John (2,452); Montreal (2,398).

Regional Analysis

The following regional analysis is based on reports received from National Employment Service offices throughout the country. The report covers the month of May, 1947.

Maritime Region

The seasonal upswing in employment activities materialized and gradually gained momentum throughout the period. The settlement of the coal strike and the subsequent return to work of 13,000 miners will be reflected in all industries.

Agriculture.—The continued wet weather resulted in hardly 50 per cent of the yearly seeding being completed. Only the advent of more favourable weather will save the crops.

A serious shortage of farm help had developed in the dairying counties. This was attributed to the long hours and competition of the logging industry which offered higher wages on a year round basis.

Logging.—With the exception of the year round operations, the lumber cuts had been completed. Heavy rains provided ideal water conditions for the drive. It was estimated that a record drive would be established.

Fishing.—The fishing industry returned to normal after months of idleness due to strike action. Salmon fishing in New Brunswick was reported to be good. Offsetting this gain was the report that poor catches and low prices had had an adverse effect on lobster fishing around Prince Edward Island.

Mining.—About 1,000 coal miners had gone back to work in the Minto area and the Intercolonial Coal Co. mines.

Negotiations were still going on at the Dominion Coal Co. mines and it was expected that a settlement would be effected shortly.

Manufacturing.—Sawmills were operating at full capacity and mill workers were being affected by steady employment during the season.

Processing plants at Halifax were busy and had placed orders for more fish cutters and packers; canneries were only working about half-time. Many fishermen were salting their fish.

Foundries, steel plants and textile mills were operating at a high level although some-

what hindered by the prevailing coal strike. The Eastern Car Co. of Trenton was preparing to start on a 250 car order for the Canadian National Railways which will enlarge the number on the payroll.

Brick and tile plants were operating full time but were unable to keep up with the demand for this product.

The Halifax shipyards were maintaining a steady level of employment. Yards engaged in building wooden craft were busy on fishing and small boats.

Construction.—Building was one of the few bright spots for employment. Despite unfavourable weather and material shortages, road improvements and general construction were progressing. The lack of housing accommodation was hindering the transference of workers from one locality to another.

Highway construction and street repair were in progress in the Halifax, Moncton and Cape Breton areas. Labour turnover was high as few men with sufficient skill were applying for this work.

Tenders were called for a two million dollar expenditure for the extension of runways at the Moncton airport. This will be a severe drain on the local labour supply.

Transportation.—Ballasting operations on the Canadian National Railways were well underway with an ample supply of labour to meet requirements.

The closing of the port season at Saint John and Halifax forced unemployment among waterfront workers. Freight train crews had also been reduced due to the decreased flow of material. These men were then available for summer employment.

Quebec Region

Persistent rain and flood conditions in May further delayed agriculture and construction activity throughout the province. Manufacturing remained at a high level while expansion projects were retarded by the shortage of material, machinery and housing accommodation.

Agriculture.—The outlook for agriculture was not promising as seeding was already a month late in most areas. As the ground was still flooded in some places little hope was held for prospective crops.

The Polish veterans were proving to be a great asset in strengthening the farm labour situation.

It was expected that workers for thinning the sugar beets would be recruited from the urban centres.

Logging.—During the first two weeks in May there were approximately 20,000 men in woods operations. The work was being held up to some extent by snow and floods but by the middle of the month driving operations had started. Operations will be prolonged as much extra work will be involved in refloating logs which were driven from the main course by the flood waters.

Mining.—Renewed activity in northern mining fields was being met by an adequate supply of workers. Gold mines reported that new fields were being opened up and others extended.

Drilling crews have been flown in to the Hollinger and Labrador M & E Co. properties. The Government authorization of the Quebec North Shore and Labrador Railway Company Bill would be a great factor in the opening up of this area.

The Canadian Johns-Manville in Asbestos had been successful in getting some much needed help in Quebec City and was planning on seeking help in other Quebec cities.

In the Gaspé area the former oil workings should be reopened.

It was expected that the demand for miners and beginners will be a heavy one and efforts were being made to have an adequate supply of workers available.

Fishing.—Fishermen were busy along the Gaspé Coast with lobster, salmon and herring fishing.

Cod fishing had been delayed because of bad weather but was expected to begin about the second week in June. At that time the fleet will consist of about 1,500 boats and 4,000 men.

Manufacturing.—General industrial activity did not change appreciably from that reported for last month. Iron and steel industries continued to push forward, reporting an adequate supply of raw materials. However, companies engaged in the fabrication of structural steel, engines and other machinery were experiencing an acute shortage of skilled tradesmen.

Unsettled labour conditions and a shortage of material had a retarding effect on the leather industry in the Quebec and Chambly areas while labour scarcity was the deterrent factor in Valleyfield shoe factories.

Workers for textile mills were in short supply. A campaign to recruit female help

in Quebec City for the Dominion Textile Mills was met with some success. The low starting rate plus uncertain housing conditions, however, made workers generally unwilling to move to textile centres.

Construction.—This industry steadily improved and had drained all available labour sources. However, contract awards showed a decline and it was expected that the 1947 total would not exceed that of 1946 as had been expected. Skilled craftsmen were already difficult to obtain and it was predicted that all tradesmen would be employed by the end of June.

With a budget of \$24,000,000 for road construction, the largest amount in the history of the Province, skilled and unskilled workers will be in heavy demand. Work had started on an asphalt road through the Laurentide National Park and on sections of a roadway in the Gaspé Peninsula.

There was almost a complete halt in residential construction, the investor biding his time until costs were more stable.

A heavy commercial construction program was underway, headed by a \$500,000 structure for the International Harvester Co. of Canada. Preliminary work had started on the Belmont Street Bridge in Montreal and large additions to the textile plants in Drummondville and Grand Mere. Laval College was erecting an addition costing \$175,000 and the town of Rouyn was building a \$150,000 school.

The scarcity of skilled help and material hampered shipbuilding at many points.

Work on the 300 miles of Canadian National Railway line being laid this summer in the Abitibi area was proceeding rapidly.

Transportation.—It was hoped that the partial delivery of the 6,200 box car order will avert a repetition of the bottleneck experienced during the preceding winter months.

Bus traffic had been stepped up and several new runs inaugurated.

Ontario Region

The scarcity of skilled labour was a shadow on the face of increased activity. The upswing, however, was somewhat modified by the prevailing cold weather and material shortages.

Agriculture.—Throughout a large part of the province, prospects for field crops were uncertain. Wet weather had kept the farmer off the land. This delay resulted in only 50 per cent of the usual crop of oats and barley being sown. Shortage of these feed grains will undoubtedly result in a lower production of live stock and will lessen, to some degree, the demand for year-round farm labour.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
MAY 2 TO MAY 29, 1947

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	571	259	590	559	389	13	1,206
Charlottetown.....	262	194	329	236	127	12	848
Summerside.....	309	65	261	323	262	1	358
Nova Scotia	3,353	1,801	5,476	4,562	2,008	299	15,319
Amherst.....	149	21	156	175	123	.....	530
Bridgewater.....	124	69	111	251	30	10	314
Dartmouth.....	148	149	295	168	68	17	638
Glace Bay.....	82	.....	461	176	81	1	1,200
Halifax.....	1,083	975	1,644	1,273	524	94	3,098
Inverness.....	20	.....	67	26	15	.....	395
Kentville.....	180	181	270	128	43	2	1,222
Liverpool.....	54	8	115	38	32	.....	232
New Glasgow.....	531	94	702	820	441	57	1,989
New Waterford.....	17	.....	87	57	17	.....	342
North Sydney.....	56	17	102	74	39	11	311
Pictou.....	12	16	97	56	14	.....	381
Springhill.....	13	2	96	12	10	.....	199
Sydney.....	439	50	551	787	310	104	2,508
Sydney Mines.....	44	3	148	117	41	.....	678
Truro.....	276	190	364	288	112	3	322
Yarmouth-Shelburne.....	125	26	210	116	108	.....	960
New Brunswick	3,448	2,372	4,372	3,047	1,635	244	6,562
Bathurst.....	75	34	275	53	53	9	680
Campbellton.....	259	184	234	429	41	46	818
Edmundston.....	31	3	134	75	14	.....	301
Fredericton.....	382	316	268	220	154	2	175
Minto.....	101	56	74	108	94	.....	169
Moncton.....	1,248	835	1,297	1,042	584	83	1,522
Newcastle.....	60	11	110	53	30	.....	642
Saint John.....	964	646	1,764	908	526	103	1,875
St. Stephen.....	119	142	61	45	48	.....	168
Sussex.....	93	71	72	36	41	.....	103
Woodstock.....	116	74	83	68	50	1	109
Quebec	31,735	25,988	25,841	23,291	11,959	722	36,474
Asbestos.....	178	263	64	67	79	.....	49
Beauharnois.....	208	53	220	206	187	.....	168
Buckingham.....	80	46	81	62	43	.....	225
Causapscal.....	313	309	154	87	19	.....	366
Chandler.....	1,205	428	88	18	18	.....	422
Chicoutimi.....	241	487	309	200	164	.....	329
Coaticook.....	354	306	198	245	228	.....	67
Dolbeau.....	39	34	67	7	7	.....	93
Drummondville.....	622	228	596	577	367	.....	384
East Angus.....	63	48	101	87	57	4	74
Farnham.....	33	113	28	22	14	.....	35
Granby.....	210	345	231	147	102	.....	189
Hull.....	401	304	504	290	163	.....	1,433
Joliette.....	338	306	230	266	75	.....	665
Jonquiere.....	118	46	245	88	62	.....	297
Lachute.....	193	120	150	102	71	.....	156
La Malbaie.....	480	337	185	150	150	.....	176
La Tuque.....	160	142	84	18	14	.....	201
Levis.....	87	87	324	100	37	.....	1,148
Louiseville.....	79	27	86	67	55	.....	181
Magog.....	208	206	117	184	73	.....	125
Matane.....	184	202	97	45	44	.....	195
Megantic.....	138	57	189	79	35	.....	80
Mount Laurier.....	105	109	39	38	24	.....	55
Montmagny.....	38	322	229	57	55	.....	196
Montreal.....	15,751	14,459	11,261	12,363	5,200	612	12,224
Plessisville.....	60	56	57	33	20	4	114
Port Alfred.....	175	121	48	20	20	.....	60
Quebec.....	1,814	1,029	2,783	2,102	1,089	2	7,395
Richmond.....	85	119	69	57	48	1	20
Rimouski.....	209	282	120	83	61	.....	277
Riviere du Loup.....	435	304	362	214	196	.....	670
Rouyn.....	480	340	674	406	171	2	480
Ste. Agathe.....	366	335	87	93	62	.....	89
Ste. Anne de Bellevue.....	112	45	114	65	59	.....	115
Ste. Therese.....	733	375	361	517	476	.....	155
St. Georges de Beauce.....	45	57	77	20	18	.....	179
St. Hyacinthe.....	507	553	340	272	141	17	347
St. Jean.....	661	553	1,050	634	373	.....	246
St. Jerome.....	455	258	289	318	228	.....	261
St. Joseph d'Alma.....	27	15	60	31	20	2	137
Shawinigan Falls.....	274	49	429	233	179	.....	720
Sherbrooke.....	618	338	634	706	305	46	207
Sorel.....	572	115	580	407	315	.....	324
Thetford Mines.....	179	148	209	146	58	2	434

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS

MAY 2 TO MAY 23, 1947—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Three Rivers.....	404	214	671	562	157	30	3,844
Val d'Or.....	444	551	273	159	108		153
Valleyfield.....	769	476	398	316	265		465
Victoriaville.....	485	271	279	325	246		249
Ontario.....	63,198	56,318	39,893	41,712	23,320	2,300	31,150
Amnrior.....	142	221	158	200	248	4	87
Barrie.....	514	322	221	331	215	3	216
Belleville.....	259	197	233	394	109		324
Bracebridge.....	251	284	155	179	114		92
Brampton.....	81	188	77	70	50	2	104
Brantford.....	1,071	871	732	482	384	13	225
Brockville.....	140	70	159	147	91		97
Carleton Place.....	29	44	31	23	22		44
Chatham.....	360	231	430	365	258	10	360
Cobourg.....	113	38	124	116	90	5	55
Collingwood.....	137	82	50	91	63		186
Cornwall.....	762	172	592	798	511	19	505
Dunnville.....	49	67	54	63	29	2	48
Fergus.....	80	138	25	26	22		6
Fort Erie.....	221	91	165	168	144	1	129
Fort Frances.....	400	306	167	214	226		57
Fort William.....	1,296	1,131	656	586	413	1	462
Galt.....	413	650	143	128	77		67
Gananoque.....	80	21	83	74	53	10	45
Goderich.....	230	203	99	147	114	5	36
Guelph.....	535	558	414	447	254		142
Hamilton.....	3,845	3,417	3,782	4,013	1,676	347	2,313
Hawkesbury.....	89	58	102	47	19	1	220
Ingersoll.....	43	134	47	46	31	2	21
Kapuskasing.....	646	619	61	78	51		47
Kenora.....	166	546	93	77	61		152
Kingston.....	611	211	861	740	390	16	748
Kirkland Lake.....	560	411	727	517	273	17	378
Kitchener, Waterloo.....	1,452	1,798	440	595	363		150
Leamington.....	143	86	147	134	44	8	139
Lindsay.....	125	57	172	159	90	4	173
Listowel.....	49	120	31	30	9		52
London.....	2,920	2,640	1,496	1,955	976	169	607
Midland.....	149	55	108	146	125	8	111
Napanee.....	79	71	46	95	54		101
Newmarket.....	179	280	56	109	19		86
New Toronto.....	748	655	626	545	358		351
Niagara Falls.....	481	378	412	439	256	8	334
North Bay.....	652	302	404	445	300	47	161
Orillia.....	395	258	198	287	140	19	269
Oshawa.....	827	575	1,187	887	488	16	1,697
Ottawa.....	2,574	1,597	2,395	2,090	833	55	4,827
Owen Sound.....	294	181	196	196	98	4	166
Parry Sound.....	156	78	56	81	75		153
Pembroke.....	405	171	270	304	156	7	245
Perth.....	181	117	202	160	119	11	53
Peterborough.....	553	348	582	749	415		362
Pictou.....	41	27	79	51	24	2	101
Port Arthur.....	3,499	2,532	1,054	870	785	1	635
Port Colborne.....	187	158	221	173	192	1	242
Port Hope.....	101	84	57	68	43		28
Prescott.....	9	16	31	11	6		84
Renfrew.....	220	115	81	142	114		78
St. Catharines.....	1,144	602	857	1,001	518	10	553
St. Thomas.....	263	328	205	237	147	7	146
Sarnia.....	553	293	536	539	413		153
Sault Ste. Marie.....	1,022	885	473	426	480		351
Simcoe.....	261	351	161	159	87	8	117
Sioux-Lookout.....	141	100	37	36	37		18
Smiths Falls.....	166	77	134	89	90		187
Stratford.....	389	310	309	350	158	87	160
Sturgeon Falls.....	33	8	60	52	35		102
Sudbury.....	1,616	1,654	1,181	1,166	618	57	768
Tillsonburg.....	106	109	56	40	29		54
Timmins.....	1,004	681	944	738	611	24	788
Toronto.....	22,976	24,612	10,236	12,068	6,258	1,016	5,153
Trenton.....	203	135	140	218	109		179
Walkerton.....	70	109	38	59	39		62
Wallaceburg.....	131	82	125	90	44		156
Welland.....	754	719	449	503	321		249
Weston.....	317	277	252	205	103		184
Windsor.....	2,274	486	2,616	2,329	1,098	272	3,293
Woodstock.....	233	460	146	110	64	1	106
Manitoba.....	7,332	4,122	9,296	7,293	3,045	1,521	10,235
Brandon.....	627	484	489	512	323		538

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
MAY 2 TO MAY 29, 1947—*Concluded*

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Dauphin.....	68	39	145	64	39	.....	269
Flin Flon.....	111	72	122	104	57	6	53
Portage la Prairie.....	147	92	218	162	85	.....	505
Selkirk.....	54	21	62	64	45	.....	108
The Pas.....	132	106	91	74	53	3	75
Winnipeg.....	6,193	3,308	8,169	6,223	2,443	1,512	8,687
Saskatchewan.....	5,014	2,878	4,889	5,211	2,409	630	4,186
Estevan.....	134	112	63	90	72	.....	22
Moose Jaw.....	574	301	550	698	303	72	459
North Battleford.....	164	124	140	141	69	11	247
Prince Albert.....	378	206	462	409	204	33	781
Regina.....	2,113	986	1,717	2,225	985	348	769
Saskatoon.....	1,090	644	1,436	1,159	498	140	1,443
Swift Current.....	146	92	137	133	72	.....	181
Weyburn.....	169	129	109	148	91	16	77
Yorkton.....	246	184	275	208	115	10	207
Alberta.....	8,740	4,106	8,014	8,062	4,685	970	5,386
Black Diamond.....	72	16	45	63	63	.....	23
Blairmore.....	59	166	32	25	17	.....	45
Calgary.....	3,077	1,242	2,832	2,839	1,582	392	2,351
Drumheller.....	86	100	110	65	60	.....	111
Edmonton.....	3,861	1,457	4,155	4,234	2,314	547	2,389
Edson.....	302	300	41	32	94	.....	36
Lethbridge.....	698	335	464	471	305	25	275
Medicine Hat.....	330	285	217	207	156	6	102
Red Deer.....	255	205	118	126	94	.....	54
British Columbia.....	16,259	7,896	16,846	13,318	7,722	1,085	16,547
Chilliwack.....	294	76	208	226	222	6	94
Courtenay.....	116	89	103	54	41	2	134
Cranbrook.....	288	223	104	115	93	.....	55
Dawson Creek.....	167	41	140	152	152	.....	38
Duncan.....	157	113	145	153	119	2	87
Fernie.....	5	50	7	3	3	.....	15
Kamloops.....	259	213	140	111	106	.....	144
Kelowna.....	88	46	122	68	35	10	322
Nanaimo.....	189	161	170	157	96	28	218
Nelson.....	201	189	112	97	69	1	159
New Westminster.....	781	420	976	733	381	32	1,447
North Vancouver.....	242	72	387	282	155	.....	467
Penticton.....	130	71	120	128	68	2	226
Port Alberni.....	255	183	193	166	129	.....	95
Prince George.....	1,062	498	758	731	798	8	47
Prince Rupert.....	243	68	166	260	260	.....	183
Princeton.....	87	54	81	91	100	.....	29
Trail.....	294	87	365	322	370	.....	1213
Vancouver.....	9,789	4,365	10,722	7,943	3,563	878	10,606
Vernon.....	240	132	242	171	155	.....	277
Victoria.....	1,304	693	1,492	1,281	672	116	1,632
Whitehorse.....	68	52	93	74	135	.....	49
Canada.....	139,650	105,740	115,217	106,965	57,172	7,784	127,065
Males.....	98,041	64,316	84,601	77,193	44,737	3,246	94,754
Females.....	41,609	41,424	30,616	29,772	12,435	4,538	32,311

Logging.—River drives progressed favourably although high water made sweeping difficult. In two districts operators resorted to hot-logging in order to get additional raw material to the mills.

Pulpwood cutters were still needed. Mills in the Hearst area received a group of men from Nova Scotia to fill their vacancies.

Mining.—Mine operators have placed orders for all types of workers, experienced and inexperienced—they were willing to accept all who were physically fit. It was expected that requests for mine beginners will increase in the near future.

Non-metallic mines were operating at full capacity with no serious labour trouble.

Manufacturing.—Activity in this field was at a much higher level with approximately 30,000 more persons engaged in it than at this time last year. Seasonal movements to outdoor jobs had further increased the number of job opportunities for inside work. The failure to make more placements was linked with the prevailing shortage of houses in most industrial centres.

Isolated cases were reported of a few plants where operations had been curtailed due to over-production. These included some manufacturers of aluminum products and nylon yarns. However, these workers were being readily absorbed.

Producers of grey iron soil pipe had inter-regional clearance orders to the Maritimes for foundry labour. Over 200 of these workers had already been brought to a farm implement manufacturer in Brantford and were being housed in former R.C.A.F. buildings there.

The moulder situation was critical in Toronto plants. Some transfers from the Maritimes were effected. The Dominion Steel and Foundry, Toronto, had secured their first applicant in response to an extensive advertising program in Great Britain.

Electrical plants reported an improvement in the basic material supply and additional workers were being taken on daily. The settlement of the strike at the Moffat Stove Co., Weston, will put approximately 650 workers on the production of stoves, radios and refrigerators.

The manufacture of furniture was showing a general slackness due to the lack of experienced workers and the lessening of consumer purchases.

Sharp increases in rubber plant vacancies had appeared both for skilled and unskilled workers. Importation was suggested but the local housing situation presents a hindrance. One centre had arranged for a private bus to transport workers from a neighbouring town.

The textile industry experienced a high rate of labour turnover with orders for workers showing a marked increase. Some factories, however, were reducing their hours due to shortage of material or over-production. This situation was also true of shoe manufacturing.

Some firms were employing students after school and on Saturdays so as to train them for full-time employment during the summer months.

Construction.—Weather conditions permitted greater activity and as a result, available help decreased rapidly. Rising cost of material and labour reduced home building and to a lesser degree industrial construction in some quarters. Nevertheless, booms were in evidence in such force as would indicate an unprecedented labour shortage. Public work projects, dormant during the war, promised to further aggravate the situation.

Citing only a few of the highlights in this program, Ottawa estimates an expenditure of \$3,000,000, Peterborough \$2,000,000, and Hamilton \$1,300,000.

Power and highway projects in the North Bay area were absorbing all available help.

Transportation.—Seamen's sections in lake-port offices have had no difficulty in supplying crews for the ships.

Railways continued to place orders for section and extra gang workers, but generally, gangs were well supplied with help. Students helped fill vacancies.

Highway transportation and airway needs were at a low ebb.

Prairie Region

Activity was brisk in this region with a fair supply of available labour. Even with the few seasonal lay-offs, forecasts for the near future were very promising.

Agriculture.—Despite the late spring, seeding had been completed. The severe frost damage done to the flax in Southern Alberta resulted in an almost total loss of the crop.

Orders were still being received for Polish veterans. The large group which arrived this month were referred to the sugar beet associations. Even with their help the Manitoba Sugar Co. was seeking weeders and thinners.

Logging.—Experienced plupwood cutters were in heavy demand at the Lakehead. However, no labour difficulties were anticipated as wages this season were very attractive.

Mining.—The opening of navigation brought renewed activity to the base metal mines in the Steeprock area.

Gold mining was on the upgrade. Experienced miners and muckers were needed to push production forward.

Coal mines in many districts were operating on a part-time basis, but were expected to revert to full production in July. Housing accommodation hindered expansion at some sites.

Certificated miners were required at all points.

Manufacturing.—Although there had been no production to date, Imperial Oil had had good results from the seven wells being drilled at Leduc.

Meat packing plants reported a shortage of livestock shipments and an early summer lay-off was expected. Canning plants were conditioning machinery for the summer run and had placed advance orders for workers.

Men will be required in greater numbers in sawmills and pulp and paper mills as logs arrive from the bush. One large planer mill estimated that they would process the winter cut in 8 to 10 weeks.

Brickyards were at full production—some were working a night shift to meet the demand for this commodity. Other manufacturers of building material were working at capacity.

Steel foundries were having difficulty in filling their orders due to a shortage of skilled and unskilled workers.

Construction.—The peak of construction which had been anticipated did not materialize. This dropping off was most noticeable in the number of permits being granted for private homes. The lack of space for expansion caused industry to proceed with building in the face of increased costs.

Public works programs were not large and there was a tendency to confine expenditures to maintenance and repairs.

Varied types of labour were required but the main demand was for skilled carpenters, bricklayers and structural steel workers.

One of the chief deterrents was the inability to secure the services of contractors.

Some road building and development projects were outlined for the summer, the largest being the drilling of a tunnel south of Lethbridge. Once the tunnel is completed work will begin on what is expected to be the largest earth-filled dam in Canada. Labourers and operators of earth moving machinery will be in great demand.

Transportation.—Shipping at Lakehead ports was in full swing. The Canadian Pacific Airlines inaugurated a daily passenger and mail service from Winnipeg to the northern town of Flin Flon.

Pacific Region

The general employment picture continued to show rapid improvement with great reductions being made in the number of persons seeking jobs.

Agriculture.—Strawberry picking was at its peak with an adequate supply of workers to meet the demand. The local pickers were reinforced by some 350 women from the Prairie Region. Indications pointed to an abundant raspberry crop which was expected to result in more than the usual demand for workers.

There was a decided shortage of year round farm help due to the unattractive wages being offered.

Logging.—Due to uncertain labour conditions workers were reluctant to go to the camps—many already there were leaving. It was expected that once a new agreement was completed the good wages offered would attract the necessary workers.

Operations had been temporarily stopped at several camps for fear of bush fires which might result from the prolonged dry spell.

Mining.—There was an increasing demand for both certificated miners and labourers but the critical housing situation was hindering the transfer of workers from one mining camp to another. However, mines in the Fernie area were offering a limited amount of accommodation and so have been receiving applicants.

The quartz mining section of this industry continued to be exceedingly short of miners and timber men. The filling of this need would provide many employment opportunities for persons of lesser skills.

Gold placer mining was moving forward, due to the establishment of a more favourable wage scale.

Base metal mining was experiencing some difficulty in obtaining sufficient help. This would be further aggravated if the proposed plan of a seven day week was accepted, which would mean a 25 per cent increase in mining and milling crews.

University students were being readily absorbed.

Manufacturing.—Until this time, the demand for workers in sawmills had been easily met with the exception of certain skilled craftsmen. However, it was thought that a serious shortage would materialize when some 40 sawmills, which were then idle in the Prince George area, commenced operations.

The present shortage of raw materials was having a slowing up effect on box shoo production, but it was not expected that it would reach a critical stage due to the anticipated 30 per cent decrease in the apple crop.

Shipyards continued to be busy on repair and regular overhaul work—many of them reporting a full program which would carry them well into 1948. Progress was slow in several areas because of material shortages.

Construction.—All areas within the region, with the exception of Prince Rupert, reported an active building season accompanied by a shortage of workers. The most acute scarcity was felt in Prince George which was experiencing the largest building boom in its history. Vernon was striking at a 90 house project while the Mission area had a \$600,000 industrial and service building project underway.

Construction was relatively quiet in Vancouver and Victoria. The building of low cost homes was falling off, and efforts were turned towards large industrial construction projects.

Highway work was progressing at both ends of the Hope-Princeton Highway. The Pine Pass Highway at Prince George expected to increase their present crew of 850 workers to 1,400 shortly.

Transportation.—The opening of the tourist season saw all coastal passenger vessels completely manned. However, other ships were having some difficulty in signing on certificated personnel, particularly engineers and seagoing cooks.

Track maintenance workers continued to be in short supply.

Strikes and Lockouts

Strikes and Lockouts in Canada during June, 1947

THE time loss due to strike activity in Canada during June, 1947, showed a decline of about 200,000 days as compared with the previous month, and by more than 765,000 days as compared with June, 1946. There was also a substantial decline in the number of workers involved in strikes, both as compared with the previous month and with June, 1946. The demand for increased wages was the principal cause of 25 of the 31 strikes in June, 1947. Preliminary figures

for June, 1947, show 31 strikes and lockouts in existence, involving 17,201 workers, with a time loss of 166,370 man-working days, as compared with 43 strikes in May, 1947, with 34,013 workers involved and a time loss of 365,424 days. In June, 1946, there were 36 strikes, involving 70,600 workers, with a time loss of 933,876 days.

For the first six months of 1947 preliminary figures show a total of 107 strikes and lockouts, involving 45,361 workers, with a time

STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1946-1947†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1947*						
January.....	12‡	12	3,302‡	3,302	28,519	·38
February.....	13	20	17,219	33,737	199,679	2·67
March.....	10	18	792	15,931	378,057	5·05
April.....	21	26	3,151	17,480	363,886	4·86
May.....	32	43	18,053	34,013	365,424	4·89
June.....	19	31	2,844	17,201	166,370	2·22
Cumulative totals.....	107		45,361		1,501,935	3·35
1946						
January.....	13‡	13	2,957‡	2,957	18,948	·25
February.....	16	19	3,594	3,769	11,891	·16
March.....	22	30	4,299	6,097	45,856	·61
April.....	22	30	4,924	7,110	45,764	·61
May.....	29	36	46,681	47,855	566,410	7·57
June.....	25	36	31,556	70,600	933,876	12·49
Cumulative totals.....	127		94,011		1,622,745	3·62

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

loss of 1,501,935 man-working days. Three strikes of coal miners in Nova Scotia and New Brunswick were responsible for more than 86 per cent of this time loss. During the same period last year there were 127 strikes, with 94,011 workers involved and a time loss of 1,622,745 days.

Of the 31 strikes recorded for June, two were settled in favour of the workers, four in favour of the employers, nine were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month 11 strikes were recorded as unterminated, namely: vegetable products factory workers, Port Credit, Ont.; textile factory workers at Lachute Mills, P.Q.; paper products factory workers at Chambly, P.Q.; wood products factory workers at Lachute Mills, P.Q.; metal factory workers at Ottawa, Ont.; truck

drivers at Windsor, Ont.; textile factory workers at St. Johns, P.Q.; furniture factory workers at Hanover, Ont.; fireclay products factory workers at Acton, Ont.; bus drivers at Sydney, N.S.; and laundry workers at Nanaimo, B.C.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced May 30, 1946, are still continuing. A strike of food products factory workers at Vancouver, B.C. has not been declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1947⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to June, 1947

MINING—				
Coal miners, Nova Scotia	.....	13,000	130,000	Commenced May 28; alleged violation of terms of settlement of strike commencing Feb. 15-47 and terminating May 25, pertaining to re-employment of miners, allocation of work and working conditions; terminated June 11; negotiations; compromise.
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Vegetable products factory workers, Port Credit, Ont.	1	77	1,500	Commenced May 1; for increased wages; unterminated.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Lachute Mills, P.Q.	1	60	1,400	Commenced April 10; for a new agreement providing for increased wages, union shop, two weeks vacations with pay, and pay for six statutory holidays; unterminated; (partial return of workers).
<i>Pulp, Paper and Paper Products—</i>				
Paper products factory workers, Chambly, P.Q.	2	200	4,000	Commenced April 15; for implementation of award of arbitration board providing for increased wages, two weeks' vacations with pay, check-off, pay for seven statutory holidays, etc.; unterminated (partial return of workers).
<i>Miscellaneous Wood Products—</i>				
Wood products factory workers, Lachute Mills, P.Q.	1	40	700	Commenced May 5; for a new agreement providing for increased wages, pay for statutory holidays, union security, etc.; unterminated (partial return of workers).
<i>Metal Products—</i>				
Metal factory workers, Ottawa, Ont.	1	100	1,800	Commenced February 24; for a new agreement providing for increased wages, vacations with pay, union security, etc.; unterminated (partial return of workers).

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1947⁽¹⁾—*Continued*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(?)
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to June, 1947—*Concluded*

MANUFACTURING—<i>Con.</i>				
<i>Metal Products—Con.</i>				
Sheet metal workers, Ottawa, Ont.	5	65	325	Commenced May 19; for increased wages; terminated June 6; negotiations; compromise.
Metal factory workers, Fort Erie, Ont.	1	49	490	Commenced May 26; for increased wages; terminated June 13; negotiations; in favour of workers.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Carpenters and helpers, Fort William and Port Arthur, Ont.	50	(³)400	1,200	Commenced May 19; for a new agreement providing for increased wages, union shop, and changes in working conditions; terminated June 4; negotiations; compromise.
Electricians, Windsor, Ont.	12	120	240	Commenced May 27; for increased wages and subsistence pay for jobs outside Essex County; terminated June 3; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Carpenters, Saskatoon, Sask.	9	238	1,600	Commenced May 29; for a new agreement providing for increased wages, reduced hours, union security, etc.; terminated June 10; conciliation, provincial; compromise.
TRANSPORTATION—				
<i>Other Local and Highway—</i>				
Truck drivers, Windsor, Ont.	1	8	150	Commenced May 31; for increased wages; untermiated.

Strikes and Lockouts Commencing During June, 1947

MINING—				
Coal miners, Glace Bay, N.S.	1	1,200	1,200	Commenced June 27; protest against method of bringing miners to the surface after the night shift; terminated June 27; return of workers; in favour of employer.
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Bakery workers, Peterborough, Ont.	1	19	19	Commenced June 20; for a union agreement providing for increased wages, guaranteed minimum wage for drivers, union shop, check-off, etc.; terminated June 20; return of workers pending further negotiations; indefinite.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, St. Johns, P.Q.	3	400	9,000	Commenced June 4; for a union agreement providing for increased wages and other changes; untermiated.
<i>Miscellaneous Wood Prod- ucts—</i>				
Furniture factory workers, Hanover, Ont.	3	445	9,000	Commenced June 6; for new agreements providing for increased wages, pay for nine statutory holidays, two weeks vacation with pay, etc.; untermiated.
Furniture factory workers, Montreal, P.Q.	1	80	480	Commenced June 9; for a new agreement providing for increased wages and other changes; terminated June 16; conciliation, provincial, and return of workers pending further negotiations; indefinite.
<i>Metal Products—</i>				
Electrical apparatus fac- tory workers, Waterloo, Ont.	1	48	240	Commenced June 5; for increased wages and changes in working conditions; terminated June 9; negotiations; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1947⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During June, 1947—Concluded				
MANUFACTURING—Con. Metal Products—Con. Foundry workers, Cobourg, Ont.	1	80	220	Commenced June 24; for a new agreement providing for increased wages and other changes; terminated June 26; negotiations; compromise.
Non-Metallic Minerals, Chemicals, etc.— Fireclay products factory workers, Acton, Ont.	1	49	900	Commenced June 7; alleged violation of seniority in lay-off of nine workers; un-terminated.
CONSTRUCTION— Buildings and Structures— Carpenters and labourers, Edmundston, N.B.	1	(4)136	400	Commenced June 9; for increased wages; terminated June 11; return of workers; in favour of employer.
Lathers, Windsor, Ont.	10	17	100	Commenced June 9; for a union agreement providing for increased wages and other changes; terminated June 16; negotiations; in favour of workers.
Labourers, Magog, P.Q.	1	40	200	Commenced June 9; for increased wages; terminated June 13; return of workers; in favour of employer.
Carpenters and labourers, London, Ont.	2	105	160	Commenced June 17; for a union agreement providing for increased wages; terminated June 18; return of workers pending further negotiations; indefinite.
Carpenters and labourers, Borden, P.E.I.	1	34	100	Commenced June 24; for increased wages; terminated June 26; negotiations; compromise (hours of work increased).
TRANSPORTATION— Other Local and Highway— Bus drivers, Sydney, N.S.	1	44	100	Commenced June 27; against dismissal of eight drivers for allegedly collecting fares improperly; un-terminated.
Water— Freight handlers, Cap de la Madeleine, P.Q.	1	56	86	Commenced June 17; for increased wages and against piece-work rates instead of hourly rates of pay; terminated June 18; negotiations; compromise.
SERVICE— Public Administration— Civic labourers, Duncan, B.C.	1	7	10	Commenced June 12; for increased wages; terminated June 13; return of workers and replacement; in favour of employer.
Business and Personal— Hotel employees, Moose Jaw, Sask.	1	46	250	Commenced June 7; for a new agreement providing for increased wages; terminated June 12; conciliation, provincial; compromise.
Laundry workers, Nanaimo, B.C.	1	28	490	Commenced June 9; against dismissal of two workers for being absent without leave; un-terminated.
Dry cleaners and dyers, Sudbury, Ont.	1	(5)10	10	Commenced June 9; against dismissal of a worker for infraction of company rules; terminated June 10; negotiations, and return of workers pending reference to Ontario Labour Relations Board; indefinite.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 500 indirectly affected; (4) 20 indirectly affected; (5) 8 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1947, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1947, was 207 and 18 were still in progress from the previous month, making a total of 225 during the month. In all stoppages of work in progress in the period there were 61,200 workers involved and a time loss of 235,000 working days was caused.

Of the 207 stoppages which began during April, 11 arose out of demands for advances in wages; 77 over other wage questions; five

on questions as to working hours; 34 on questions respecting the employment of particular classes or persons; 76 on other questions respecting working arrangements; two were on questions of trade union principle, and two were in support of workers involved in other disputes.

India

Figures now available for the year 1945 show 820 work stoppages with 747,530 workers involved and a time loss of 4,054,499 man-days.

New Zealand

Figures now available for the year 1946, show 97 strikes, involving 15,696 workers with a time loss of 30,393 working-days.

United States

Preliminary figures for May, 1947, show 425 strikes and lockouts beginning in the month, in which 200,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 5,700,000 man-days. Corresponding figures for April, 1947, are 460 strikes and lockouts, involving 600,000 workers with a time loss of 7,750,000 days.

Prices

Prices, Retail and Wholesale, in Canada, June, 1947

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index for Canada, on the base 1935-39=100, advanced a further 1.8 points to 134.9 between May 1 and June 2, 1947. Higher food prices continued to dominate the advance, the food index moving up 2.8 points to 157.7. Principal items to show increases were butter, eggs, potatoes and cabbage. Among other groups, rentals rose 2.4 points to 117.8, clothing 2.4 to 142.4, homefurnishings and services 1.2 to 139.8, fuel and light 0.5 to 116.7, and miscellaneous items 0.3 to 117.1.

Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities all moved higher between May 1 and June 2, 1947. Composite city index changes were as follows: Toronto 2.1 points to 133.3; Edmonton and Vancouver each 1.7 to 131.3 and 134.3 respectively; Halifax 1.6 to 131.0; Saint John 1.5 to 132.1; Montreal 1.3 to 137.7; Winnipeg 1.3 to 129.7, and Saskatoon 1.1 to 136.2.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada, at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted, although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the

provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail price of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is included in Table I.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other

(Continued on page 1083)

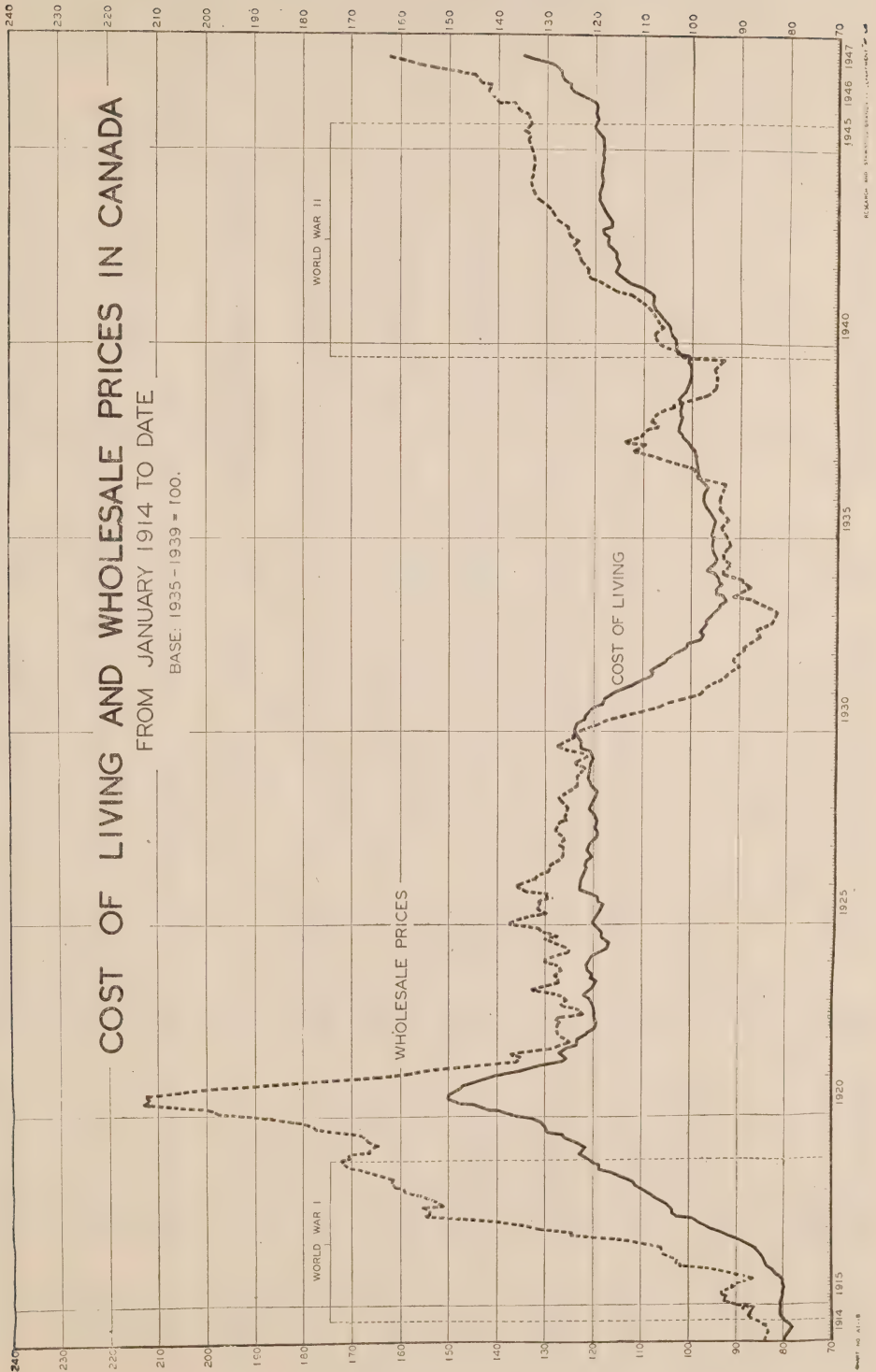


TABLE I.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

—	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		121.8	133.3	115.9	116.8	139.1		108.1	
1924.....		119.9	130.8	114.5	114.4	135.6		105.1	
1925.....		120.5	131.5	117.3	113.2	135.5		104.8	
1926.....		121.7	134.7	119.7	112.6	134.8		105.0	
1927.....		95.6	92.7	83.1	102.1	97.1	97.8		
1928.....		96.2	94.6	84.0	100.9	97.6	95.4	98.7	95.9
1929.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1930.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1931.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1932.....									
1933.....									
1934.....									
1935.....									
1936.....									
1937.....									
1938.....									
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	116.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August 1.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September 3.....	124.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October 1.....	125.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November 1.....	126.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December 2.....	126.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
Year.....	122.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....									
January 2.....	126.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February 1.....	126.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March 1.....	127.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April 1.....	129.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May 1.....	132.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June 2.....	133.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4

† Commodities in the cost of living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE, 1947*

(BASE:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	131.0	162.0	107.3	110.3	143.2	129.0	116.0
Saint John.....	132.1	155.5	110.7	115.5	144.4	131.3	115.7
Montreal.....	137.7	167.8	115.3	118.0	139.6	140.1	112.8
Toronto.....	133.3	154.3	114.6	126.9	147.1	136.8	118.2
Winnipeg.....	129.7	154.6	109.6	117.6	133.1	135.5	114.2
Saskatoon.....	136.2	162.7	117.3	126.2	141.2	141.3	115.4
Edmonton.....	131.3	160.0	107.0	108.4	143.7	136.0	115.2
Vancouver.....	134.3	159.7	110.1	130.0	145.6	135.8	115.8

* N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE III.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August, 1939=100)

Dominion Average Retail Price Relatives With Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Aug. 1939	Dec. 1941	Nov. 1945	Feb. 1946	May 1946	Aug. 1946	Nov. 1946	Feb. 1947	April 1947	May 1947	June 1947	Price June 1947
Beef, sirloin steak.....	lb.	100.0	120.7	154.3	154.8	155.6	163.1	164.2	164.5	173.8	175.3	176.0	49.1
Beef, round steak.....	lb.	100.0	125.7	167.9	167.9	168.8	177.2	177.6	178.1	190.3	192.0	192.4	45.6
Beef, rib roast.....	lb.	100.0	125.5	174.3	175.2	176.1	185.7	186.1	185.7	199.6	201.3	202.2	46.5
Beef, shoulder.....	lb.	100.0	132.7	162.3	162.3	162.3	168.6	169.2	169.2	184.9	186.8	188.1	29.9
Beef, stewing, boneless.....	lb.	100.0	136.7	168.3	168.3	169.0	173.5	173.5	174.3	191.1	194.0	195.5	26.7
Veal, front roll, boneless.....	lb.	100.0	139.3	174.6	174.6	174.6	174.0	175.7	175.7	175.7	174.6	174.6	29.5
Lamb, leg roast.....	lb.	100.0	109.9	153.2	152.8	152.8	171.1	156.7	156.3	156.3	157.4	157.7	44.8
Pork, fresh loins, centre cut.....	lb.	100.0	125.3	143.8	144.2	158.1	162.6	163.7	170.3	173.3	172.9	172.9	47.0
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	142.9	143.9	159.7	164.8	165.4	174.3	178.0	178.0	177.4	33.8
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	142.5	142.5	157.2	162.4	162.7	178.4	180.9	180.9	180.9	57.7
Lard, pure.....	lb.	100.0	151.3	159.6	160.5	172.8	178.1	178.1	230.7	241.2	242.1	242.1	27.6
Shortening, vegetable.....	lb.	100.0	134.7	137.5	137.5	138.9	140.3	141.0	166.7	215.3	215.3	216.0	31.1
Eggs, grade "A", large.....	doz.	100.0	156.4	180.9	144.1	143.1	176.3	179.9	151.3	144.5	144.5	147.8	46.0
Milk.....	qt.	100.0	111.0	95.4	95.4	96.3	114.7	139.4	139.4	139.4	139.4	139.4	15.2
Butter, creamery, prints.....	lb.	100.0	140.5	146.9	148.7	164.1	164.1	164.8	164.8	164.8	186.1	199.3	54.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	100.0	174.6	164.9	166.3	167.3	168.3	170.2	172.1	174.4	175.9	176.6	23.6
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	107.9	107.9	107.9	107.9	6.8
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolls, oats, package.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	118.7	125.1	129.8	8.2
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	104.3	105.4	105.4	9.7
Tomatoes, canned, 2's.....	tin	100.0	129.9	137.7	137.7	137.7	139.6	161.3	169.8	170.8	170.8	170.8	18.1
Peas, canned, 2's.....	tin	100.0	117.5	121.7	121.7	121.7	124.2	130.0	131.7	132.5	132.5	132.5	15.9
Corn, canned, 2's.....	tin	100.0	128.3	132.7	132.7	132.7	133.6	142.5	146.9	147.8	147.8	147.8	16.7
Beans, dry.....	lb.	100.0	129.4	133.3	135.3	137.3	137.3	154.9	170.6	176.5	178.4	178.4	9.1
Onions.....	lb.	100.0	108.2	126.5	134.7	155.1	153.1	134.7	136.7	146.9	159.2	183.7	9.0
Potatoes.....	15 lbs.	100.0	89.9	147.6	154.0	160.4	180.8	128.0	129.6	131.7	136.6	152.7	50.1
Prunes, bulk.....	lb.	100.0	115.8	120.2	130.7	136.8	142.1	143.0	168.4	174.6	177.2	176.3	20.1
Raisins, seedless, bulk.....	lb.	100.0	104.0	108.6	117.2	127.8	126.5	125.8	155.0	171.5	172.2	172.2	26.0
Oranges, seedless.....	doz.	100.0	132.5	153.9	147.8	153.9	151.9	153.9	126.3	137.5	137.5	134.1	39.3
Lemons.....	doz.	100.0	111.3	147.4	150.5	145.5	144.3	145.2	140.0	139.1	140.3	138.2	44.9
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	115.7	122.4	132.1	140.0	142.5	142.5	145.5	148.0	24.3
Peaches, 20 oz.....	tin	100.0	101.5	107.1	105.1	105.6	107.1	123.9	127.9	128.9	129.9	130.5	25.7
Marmalade, orange, 16 oz.....	jar	100.0	118.3	128.9	128.9	131.1	132.6	134.0	134.8	135.5	136.2	137.0	18.6
Corn syrup, 2 lb.....	tin	100.0	138.0	157.7	157.7	157.7	168.8	176.9	180.4	181.0	180.4	179.9	30.8
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	140.0	147.7	147.7	9.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	142.9	150.8	150.8	9.5
Coffee.....	lb.	100.0	141.6	131.7	131.7	132.0	132.8	133.4	144.1	146.4	146.7	146.7	49.6
Tea, black, $\frac{1}{2}$ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	147.3	149.3	149.3	149.3	43.9

* Descriptions and units of sale apply to June, 1947 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large per dozen	Milk per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package,
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, Fresh or roast) per lb.	Fresh shoulder, hock-off, per lb.											
P.E.I.—																				
1—Charlottetown.....	49.4	46.4	45.0	32.0	28.8			47.9		57.0	28.4	31.9	46.4	14.0	57.1	24.7	7.3	4.6	7.6	10.2
Nova Scotia—																				
2—Halifax.....	50.7	47.3	44.0	31.1	26.6	24.3	48.7	48.4	34.9	58.1	28.8	31.6	49.1	15.0	56.9	24.4	8.0	4.6	9.7	10.7
3—New Glasgow.....	52.5	49.7	49.6	32.2	27.8		47.0	50.0	35.6	58.6	28.8	31.4	45.9	15.0	56.8	24.5	7.3	4.9	7.7	10.4
4—Sydney.....	52.8	47.6		32.0	28.8			49.2	36.7	59.9	28.4	31.9	53.1	16.0	56.9	25.4	7.3	4.6	8.6	10.6
5—Truro.....	51.3	48.3	47.7	31.2	28.5			49.3		58.4	30.3	30.9	46.5	14.0	56.7	24.6	6.7	4.9	8.9	10.1
New Brunswick—																				
6—Fredericton.....	52.4	48.1	49.0	31.5	28.0	31.0		45.9	34.3	57.6	29.5	31.4	47.1	15.0	56.9	25.1	7.3	4.8	7.6	9.9
7—Moncton.....	51.0	48.2	49.8	30.7	28.4	30.0		47.8	34.8	60.4	28.3	31.1	46.2	15.0	56.5	24.8	8.0	4.5	8.7	10.5
8—Saint John.....	51.5	48.7	43.9	30.4	26.9	29.8	46.9	49.0	35.0	58.0	28.4	31.8	48.2	16.0	57.0	24.9	7.3	4.2	7.7	9.9
Quebec—																				
9—Chicoutimi.....	48.3	47.2	48.0	33.7	26.3			47.5	37.6	57.3	29.5		50.4	15.0	53.9	24.8	6.0	4.3		10.5
10—Hull.....	45.3	43.2	44.3	30.8	25.0	30.4	46.3	45.6	33.2	58.5	28.4	30.4	46.3	15.0	53.6	22.6	6.0	3.8	8.0	9.6
11—Montreal.....	48.1	45.4	46.9	30.3	27.0	29.6	45.3	45.4	34.4	58.6	28.9	30.6	48.1	15.5	55.1	23.2	6.0	3.8	9.0	9.8
12—Quebec.....	48.5	44.9	46.7	30.1	25.2	29.6	45.3	40.9	35.1	54.7	28.6	30.8	46.9	15.0	54.6	23.8	5.5	3.6	8.5	10.0
13—St. Hyacinthe.....	43.0	39.7	40.0	29.8	23.6	32.4		43.8	33.1	53.6	27.7	29.6	44.5	14.0	53.4	23.0	5.3	4.1	9.1	10.0
14—St. Johns.....	50.3		47.3	32.3	31.3				36.0	59.0	28.7	30.6	46.2	14.0	54.9	24.2	5.3	4.1	9.1	10.0
15—Sherbrooke.....	48.1	47.4	45.3	31.7	26.0	33.6		45.4	32.9	55.2	27.1	30.9	47.1	15.0	54.5	23.4	6.0	4.2	8.2	9.8
16—Sorel.....	48.7	44.3	45.6	29.4	26.0			44.7	33.1	56.9	29.5	30.8	45.4	14.0	55.3	23.8	5.3	4.0	8.6	10.0
17—Thetford Mines.....	45.7	44.7	40.3	31.0	24.9			42.7	31.7	47.0	29.0	30.2	44.0	14.0	54.8	22.4	6.0	4.1	7.7	9.6
18—Three Rivers.....	47.6	44.2	43.6	31.9	25.5	30.3		44.3	33.6	58.4	29.2	29.8	45.6	15.0	53.7	22.5	6.0	3.9	8.3	10.0
Ontario—																				
19—Bellefonte.....	50.0	46.0	48.0	29.2	27.0	28.3	44.3	47.6	33.0	59.6	27.7	30.8	43.1	15.0	54.0	22.7	6.7	4.2	7.9	9.6
20—Brantford.....	50.6	47.1	47.6	30.7	27.0	30.8	47.0	48.6	34.0	58.9	27.6	30.7	44.4	15.0	54.7	23.9	6.7	4.2	8.1	9.8
21—Brockville.....	51.0	48.1	50.9	31.3	27.2		46.0	46.3	32.8	60.5	27.6	29.8	45.4	15.0	53.1	23.3	6.3	4.0	8.7	9.8
22—Chatham.....	49.1	45.6	47.8	29.9	26.9		47.0	48.7	34.6	58.3	27.4	31.2	44.9	15.0	54.6	22.9	5.3	4.1	7.1	9.2
23—Cornwall.....	51.1	48.1	49.7	30.6	30.3			47.4	36.6	59.2	28.0	30.5	44.4	15.0	54.3	23.1	6.0	3.9	7.4	9.6
24—Fort William.....	48.3	44.9	46.6	28.3	26.5		46.3			58.0	27.2	29.9	48.4	16.0	54.4	24.2	6.0	3.9	7.8	9.1
25—Galt.....	50.0	46.8	48.4	29.8	26.0			49.7	33.5	59.5	27.9	30.6	43.9	15.0	53.9	23.2	6.7	4.0	8.4	9.4
26—Guelph.....	50.4	46.9	48.5	30.4	27.5	33.2		48.7	35.0	57.8	27.2	30.9	44.2	15.0	54.1	22.9	6.0	4.1	8.8	9.6
27—Hamilton.....	49.4	45.9	47.9	30.3	27.4	30.6		48.6	33.4	59.1	27.3	30.7	45.6	16.0	54.9	23.1	6.0	4.2	8.7	9.3
28—Kingston.....	51.0	46.3	47.9	30.1	26.2	32.3	45.4	48.3	33.1	58.1	28.0	30.8	44.7	15.0	54.5	22.5	6.0	4.2	8.5	9.7
29—Kitchener.....	49.5	45.5	49.2	29.9	26.4	32.2	44.7	48.4	33.7	58.3	27.4	30.8	44.4	15.0	54.1	23.1	6.7	4.0	7.9	9.4
30—London.....	49.9	45.7	47.4	30.3	26.6	32.5	48.3	48.6	33.1	58.5	27.1	30.5	45.5	15.0	54.3	23.2	6.0	4.0	8.4	9.4
31—Niagara Falls.....	48.2	44.8	46.3	28.9	25.4			46.7	32.8	58.9	27.4	30.5	46.7	15.5	54.1	23.5	6.0	4.1	7.7	9.4
32—North Bay.....	49.6	46.0	47.6	29.0	27.0		45.2			58.9	27.8	31.1	49.2	16.0	54.8	24.0	6.7	4.2	9.2	10.1
33—Oshawa.....	49.3	46.9	49.7	29.8	26.3				33.5	58.4	27.9	30.5	45.3	15.0	54.8	22.9	6.0	4.0	8.3	9.4
34—Ottawa.....	49.5	46.3	48.1	29.9	26.7	30.1	47.3	47.7	33.4	58.4	28.2	30.2	46.6	15.0	54.2	23.0	6.7	3.8	8.4	9.8

COAL AND RENTALS BY CITIES, JUNE, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.		\$	\$	
18-5	16-6	17-2	9-2	9-4	33-3	20-6	27-7	47-5	66-2	48-0	27-3	41-7	34-1	9-7	9-1	59-9	43-0	.....	11.90	25.00-29.00(b)	1
18-6	16-2	17-2	10-1	9-3	39-9	18-8	24-0	43-7	51-4	51-9	26-0	40-2	32-9	9-5	9-5	55-1	43-0	.....	13.00	28.00-32.00	2
18-7	15-8	17-4	10-0	8-4	40-1	21-3	26-6	42-8	51-1	49-7	....	39-7	33-0	9-5	9-5	57-1	43-0	.....	.....	16.00-20.00	3
18-4	16-3	17-0	10-1	9-9	47-6	20-5	28-4	50-1	56-6	51-0	....	41-8	33-8	9-8	9-7	56-1	42-8	.....	10.20	18.00-22.00(b)	4
18-5	16-1	17-3	10-4	8-8	36-9	21-9	25-8	42-9	53-5	50-4	....	39-9	33-5	9-6	9-7	56-5	43-0	.....	11.75	.....	5
18-7	16-9	17-3	8-8	9-7	39-8	17-8	26-9	44-9	55-8	49-0	....	41-2	33-3	9-4	9-3	56-4	43-1	.....	12.41	21.00-25.00(b)	6
18-4	16-6	17-0	9-1	8-6	37-0	17-4	28-0	42-9	54-8	50-4	26-0	40-1	32-9	10-0	10-0	55-4	42-9	.....	12.28	27.00-31.00(b)	7
17-7	15-8	16-5	8-8	8-7	41-9	19-0	22-5	44-0	50-2	49-7	26-1	40-2	33-1	9-5	9-3	54-2	42-9	.....	13.00	21.00-25.00(b)	8
17-4	15-7	16-8	8-6	9-9	42-2	16-5	23-0	49-7	55-0	51-0	....	43-0	33-5	9-3	9-0	58-6	45-0	20.00	.....	.....	9
17-6	14-6	16-1	8-3	8-1	50-6	17-7	26-3	30-7	42-8	45-6	....	35-8	30-0	9-3	9-2	49-7	44-0	18.75	.....	15.50-19.50	10
16-6	15-0	15-6	10-2	8-7	51-2	20-1	25-0	37-9	38-6	47-3	25-3	39-2	31-2	9-0	9-0	52-9	45-0	19.25	.....	24.50-28.50(b)	11
17-7	15-8	16-3	9-4	9-3	42-6	21-1	25-6	38-7	42-6	47-8	25-7	40-3	32-1	9-1	9-0	48-6	45-2	18.50	.....	28.50-32.50(b)	12
15-7	15-1	15-3	10-3	8-9	48-7	18-5	26-0	41-8	43-4	47-5	24-3	37-3	32-9	9-0	8-9	47-0	45-0	18.75	.....	16.50-20.50(b)	13
16-4	15-8	15-6	8-7	9-0	55-9	21-0	26-7	41-4	46-5	51-0	....	41-0	33-0	8-9	8-8	47-6	44-6	18.50	.....	.....	14
17-3	14-9	16-7	9-7	8-7	47-3	21-1	26-1	39-2	42-2	49-5	26-6	40-3	32-6	9-0	9-0	46-8	44-5	19.40	.....	21.00-25.00(b)	15
16-1	14-8	16-4	10-0	8-3	49-0	19-4	22-9	42-0	44-2	48-8	27-7	39-3	33-7	9-0	8-7	51-6	45-0	18.37	.....	.....	16
17-8	14-9	16-7	9-9	8-7	42-3	18-7	26-0	49-8	46-6	48-0	27-5	38-6	34-3	9-0	8-6	52-6	44-1	19.00	.....	.....	17
16-8	14-9	15-9	8-9	8-4	47-1	19-6	24-7	39-9	45-9	49-0	25-7	39-7	33-7	9-3	9-0	53-5	45-3	18.50	.....	20.50-24.50(b)	18
16-6	15-4	16-4	8-3	8-9	49-3	19-6	25-7	35-5	40-6	48-0	....	35-7	30-3	9-4	9-3	48-0	44-6	18.10	.....	.....	19
17-7	15-6	16-1	8-6	8-9	40-2	21-7	25-0	42-2	38-8	45-0	....	35-6	29-1	9-3	9-2	49-1	44-3	18.00	.....	22.50-26.50	20
17-5	15-5	16-0	.....	9-6	51-0	21-7	....	38-7	45-9	....	....	37-1	29-9	9-2	9-1	50-1	43-7	19.00	.....	.....	21
16-9	15-6	16-0	8-2	7-7	48-1	19-9	....	31-2	38-9	46-7	26-7	36-0	30-7	9-7	9-6	47-5	43-8	18.00	.....	22.50-26.50	22
17-6	16-5	.....	9-0	9-5	53-0	18-7	....	32-6	43-5	....	25-7	36-0	29-5	9-1	9-1	48-9	43-6	19.50	.....	24.00-28.00(b)	23
17-7	15-8	16-3	8-3	8-8	47-6	20-5	26-7	36-5	47-5	47-7	25-5	39-0	28-5	9-7	9-7	48-1	43-1	16.80	.....	26.50-30.50	24
17-6	15-5	15-7	8-7	9-2	41-6	20-7	27-0	34-6	40-0	44-4	....	33-4	29-3	9-3	9-1	48-1	44-7	18.50	.....	23.00-27.00	25
17-4	16-1	16-0	8-2	9-5	44-7	21-3	27-8	33-0	40-8	45-0	....	35-5	29-6	9-5	9-4	48-7	44-7	18.25	.....	22.50-26.50	26
17-2	15-2	15-8	8-5	9-2	50-4	20-2	26-2	41-9	39-9	46-2	25-0	35-7	28-8	9-1	9-1	48-2	44-7	17.50	.....	27.50-31.50	27
16-6	15-4	16-0	8-8	8-4	48-0	21-4	25-7	39-3	42-5	48-7	25-0	36-5	29-2	9-1	9-0	49-2	44-3	18.50	.....	31.00-35.00	28
17-2	16-0	16-0	8-8	8-8	42-5	20-9	26-4	39-1	41-6	44-2	25-1	35-1	29-8	9-5	9-4	46-8	44-9	18.50	.....	27.50-31.50	29
17-2	15-7	16-5	8-0	8-1	51-8	19-8	25-7	36-4	41-2	46-5	25-0	35-7	29-0	9-4	9-2	48-8	44-4	18.50	.....	27.00-31.00	30
17-3	14-5	16-3	8-3	8-3	49-4	20-6	....	37-9	42-1	45-5	24-3	35-3	29-6	9-4	9-4	48-1	44-9	17.13	.....	26.00-30.00	31
18-1	16-4	.....	8-7	8-4	50-2	21-0	27-7	41-1	44-1	48-3	....	37-7	30-5	10-0	9-9	54-4	44-7	19.50	.....	23.00-27.00	32
16-8	15-4	15-8	9-1	8-5	46-4	20-6	....	38-2	41-3	46-0	....	34-9	29-0	9-5	9-2	50-4	45-1	18.50	.....	27.00-31.00	33
17-4	15-5	16-5	8-9	9-0	54-6	21-5	26-0	37-1	43-2	48-8	....	38-2	30-0	9-2	9-0	48-5	44-2	18.75	.....	32.50-36.50	34

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Pork					Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, milk, per ½ lb. package	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.										
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	
35—Owen Sound.....	49-0	45-8	48-5	30-0	26-3	....	....	49-0	34-6	58-4	27-5	30-6	43-2	15-0	53-8	22-8	6-0	4-1	6-7	9-4
36—Peterborough.....	50-9	47-1	48-1	30-4	27-1	31-8	....	47-0	32-8	56-9	27-2	30-7	44-5	15-0	54-6	23-6	6-0	4-3	9-2	9-1
37—Port Arthur.....	49-3	45-3	46-0	29-0	26-7	28-0	44-8	49-0	36-0	60-3	27-4	29-8	49-2	16-0	54-8	23-7	6-3	4-1	7-0	9-5
38—St. Catharines.....	49-3	45-9	47-9	31-0	28-0	31-0	....	48-8	32-6	58-3	27-8	30-6	45-9	15-5	54-6	23-4	6-0	4-1	8-2	9-4
39—St. Thomas.....	49-7	46-8	48-5	30-8	27-5	31-4	....	49-2	34-5	58-5	27-5	30-7	45-9	15-0	54-8	23-1	6-0	4-2	8-5	10-0
40—Sarnia.....	50-1	46-1	47-3	30-9	27-1	....	....	48-1	33-0	57-1	27-4	31-6	47-3	15-0	55-2	22-8	6-0	4-0	8-8	9-8
41—Sault Ste. Marie.....	49-9	46-1	45-9	29-7	27-1	....	45-0	48-0	....	57-6	27-9	29-8	46-5	16-0	54-7	23-5	6-7	4-0	7-7	9-1
42—Stratford.....	48-2	44-4	47-6	30-0	27-0	....	....	45-8	32-7	58-1	27-6	31-3	44-3	15-0	53-8	22-7	5-3	3-9	8-6	9-7
43—Sudbury.....	47-7	44-3	44-8	30-0	26-8	29-0	43-1	46-8	35-8	57-4	27-9	31-0	47-6	16-0	54-7	23-6	6-7	4-1	8-1	9-8
44—Timmins.....	50-0	46-3	47-8	30-1	27-1	29-3	43-7	47-7	....	58-3	27-9	30-6	48-9	17-0	54-9	23-9	6-7	4-2	8-4	9-9
45—Toronto.....	50-0	46-6	49-4	31-0	26-7	30-7	45-7	48-8	33-4	59-1	28-0	30-5	47-2	16-0	54-6	22-1	6-7	4-2	8-7	9-5
46—Welland.....	48-1	45-7	45-3	29-2	25-7	28-0	....	47-6	34-3	57-2	27-8	30-8	42-8	16-0	54-4	23-5	6-7	4-1	8-6	9-5
47—Windsor.....	48-9	45-6	47-9	30-3	26-9	....	....	48-8	34-7	57-1	27-1	30-5	45-9	16-0	54-0	22-6	6-0	4-1	8-9	9-3
48—Woodstock.....	49-3	46-1	47-3	30-7	28-3	....	....	48-3	34-5	57-7	27-5	31-3	44-7	15-0	54-8	23-1	6-0	3-8	8-3	9-5
Manitoba—																				
49—Brandon.....	48-8	43-6	45-7	27-8	25-8	....	43-3	48-4	33-8	56-6	25-4	32-0	46-3	13-0	51-2	24-3	7-1	3-9	6-5	9-7
50—Winnipeg.....	47-3	43-2	40-5	27-8	25-7	28-0	42-7	46-5	36-6	57-4	25-4	30-8	47-2	14-0	51-4	22-9	8-0	3-7	8-2	9-3
Saskatchewan—																				
51—Moose Jaw.....	45-6	42-2	41-8	27-0	24-2	....	42-3	43-6	30-2	55-4	25-3	33-6	44-0	15-0	52-4	23-4	7-2	4-0	7-5	9-3
52—Prince Albert.....	43-4	41-6	41-0	27-2	24-3	28-0	40-0	41-0	....	55-6	25-9	31-9	44-8	14-0	53-2	23-5	6-0	4-2	7-2	9-6
53—Regina.....	45-7	42-6	43-0	26-4	24-2	27-8	43-4	44-3	31-4	55-4	25-6	33-7	45-6	14-0	51-6	23-5	6-8	3-9	6-2	9-7
54—Saskatoon.....	47-4	43-5	44-5	27-9	25-1	28-0	42-7	44-8	32-9	56-2	25-3	32-1	46-1	14-0	52-2	22-9	7-2	3-8	7-3	9-5
Alberta—																				
55—Calgary.....	47-2	43-4	44-7	27-1	25-3	27-1	42-0	44-5	30-7	57-4	24-9	30-8	46-4	14-0	52-0	22-6	7-2	3-9	7-0	9-4
56—Drumheller.....	46-8	42-8	43-5	26-6	23-6	24-0	....	44-7	32-0	55-4	26-7	32-2	44-0	14-0	54-6	24-6	8-0	4-3	9-2	9-7
57—Edmonton.....	47-3	42-4	43-2	26-7	26-0	25-8	40-8	44-4	32-1	55-4	25-1	31-7	44-8	14-0	53-2	22-7	7-2	3-9	8-1	9-5
58—Lethbridge.....	46-8	42-6	41-0	26-2	25-7	27-3	42-0	45-5	31-7	58-0	25-0	32-1	46-9	14-0	53-0	22-9	8-0	4-0	7-5	9-5
British Columbia—																				
59—Nanaimo.....	53-0	47-7	50-3	31-0	....	....	46-7	....	....	59-3	28-4	32-7	44-0	16-0	55-0	25-3	9-0	4-3	8-5	10-0
60—New Westminster.....	50-3	46-0	47-9	28-8	26-7	....	43-1	47-3	33-7	57-5	28-4	31-4	43-2	14-0	54-8	24-9	8-5	4-1	8-9	9-7
61—Prince Rupert.....	50-7	46-7	49-3	29-0	27-0	....	45-5	....	....	58-0	28-3	33-5	48-9	19-0	53-6	25-9	10-0	4-9	9-9	10-3
62—Trail.....	49-6	45-7	47-5	29-0	27-1	28-7	45-8	....	....	57-7	27-3	33-7	47-2	17-0	54-9	24-0	9-0	4-0	7-7	10-0
63—Vancouver.....	51-1	46-2	48-7	29-7	27-1	28-7	44-4	47-8	35-7	59-4	28-1	30-8	43-7	14-0	54-7	24-9	9-6	4-1	8-4	9-9
64—Victoria.....	50-5	47-1	48-8	29-7	26-7	29-3	45-0	48-6	35-3	60-2	28-5	31-8	44-3	15-0	55-0	25-1	9-0	4-3	8-6	9-6

Canned Vegetables																		Sugar		Coal		Rent (a)	
Tomatoes, choice, 2½s' (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton				
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$				
17-3	15-3	8-1	8-8	44-1	20-4	25-5	38-4	41-9	46-3	36-3	30-3	9-3	9-2	51-7	44-3	18-50	16-50-20-50	35		
16-8	15-2	16-0	8-4	9-3	49-9	20-7	27-4	36-0	41-9	46-5	37-4	30-0	9-5	9-4	47-9	44-1	19-00	25-00-29-00	36		
17-3	15-9	16-5	8-6	9-2	53-7	20-7	26-2	40-0	47-0	47-7	25-4	38-5	29-3	9-8	9-7	46-1	43-7	16-80	23-00-27-00	37		
17-0	15-1	16-7	8-4	9-3	52-8	20-8	35-9	40-6	45-3	24-3	34-0	30-7	9-3	9-3	47-5	44-8	17-85	28-00-32-00	38		
17-9	16-2	16-6	8-1	9-1	54-0	19-8	44-9	45-3	49-7	25-3	38-8	30-6	9-7	9-6	49-6	45-0	18-50	22-00-26-00	39		
17-5	16-5	17-0	9-0	8-3	50-7	19-8	27-4	41-5	42-2	48-0	25-3	36-3	30-3	9-8	9-7	49-8	44-5	18-50	40		
17-8	15-7	16-6	8-1	10-0	52-0	18-7	32-1	43-0	48-3	24-7	35-6	29-6	9-7	9-5	45-1	44-1	19-00	23-00-27-00	41		
17-7	16-0	16-8	8-6	8-5	42-7	19-2	27-3	37-7	42-3	46-7	36-3	30-6	9-6	9-6	50-4	43-7	18-00	22-00-26-00	42		
18-0	15-7	16-7	8-9	9-3	53-3	20-0	26-2	36-6	43-1	49-0	24-8	37-3	30-8	9-8	9-5	49-6	44-4	19-85	28-50-32-50	43		
18-6	16-4	17-5	8-6	9-1	58-7	21-5	27-0	40-0	45-6	49-1	38-1	32-0	9-8	9-8	48-1	43-9	19-50	29-00-33-00	44		
16-9	15-3	15-7	8-6	8-7	51-2	20-5	24-5	35-2	40-6	46-6	24-5	35-5	29-0	9-1	9-0	49-2	44-0	17-45	33-50-37-50	45		
17-1	15-3	15-7	7-5	8-8	48-2	20-3	26-5	37-1	40-2	23-4	34-4	29-1	9-2	9-3	45-3	44-3	17-60	46		
17-0	15-8	16-5	8-5	7-5	49-3	20-3	36-5	39-4	46-4	24-4	34-8	29-6	9-3	9-1	48-3	43-9	18-50	26-00-30-00	47		
17-1	15-8	16-0	7-8	8-3	41-3	20-6	26-0	35-0	40-8	35-4	30-2	9-6	9-6	49-1	44-2	18-00	22-50-26-50	48		
19-8	17-3	17-4	10-6	9-7	41-6	20-5	40-8	51-0	27-0	40-9	30-3	10-3	10-1	50-4	43-1	9-60	22-00-26-00	49		
19-3	17-3	17-8	10-0	8-5	53-1	19-8	26-1	36-6	41-6	49-0	26-3	38-6	29-1	10-0	10-0	41-9	42-5	15-30	27-50-31-50	50		
20-4	16-7	17-8	9-7	8-4	56-7	21-2	25-0	41-2	42-4	27-3	37-5	31-3	10-7	10-7	48-2	43-2	12-35	23-50-27-50	51		
19-8	17-3	18-1	10-0	10-1	60-5	22-8	27-5	46-1	50-3	46-7	28-0	38-3	32-1	10-9	10-7								

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA

(1926=100)

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	Mar. 1947	April 1947	May 1947
All commodities	61.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.0	103.6	108.7	120.4	122.9	125.3
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	107.2	110.6	111.4
II Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	109.0	59.4	74.6	92.1	107.9	114.5	123.6	121.2	128.0
III Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.0	91.3	69.7	70.0	91.0	91.8	97.0	117.6	121.2	123.9
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	132.3	149.0	153.8	161.0
V Iron and Its Products.....	68.9	156.9	168.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	132.0	133.5	133.7
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	64.3	71.3	77.7	79.8	88.0	116.2	115.8	115.1
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	106.3	108.3	111.4
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	103.8	103.9	103.9
Classified according to purpose—														
I Consumers' Goods.....	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	108.6	110.8	112.5
A. Food, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	112.4	115.1	118.1
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.0	91.1	78.0	77.2	92.2	94.6	96.8	106.1	107.9	108.7
II Producers' Goods.....	67.7	133.3	164.8	98.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	121.2	123.6	125.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	100.0	94.6	86.0	95.4	105.7	119.1	121.2	124.5	125.4	130.4
Producers' Materials.....	69.1	139.0	171.0	98.2	100.0	96.3	60.5	67.6	81.1	98.7	104.0	120.8	123.4	125.1
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	127.3	134.8	151.5	152.4	160.2
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.0	95.9	57.5	63.9	76.6	93.8	98.8	115.6	118.5	119.2
Classified according to origin—														
I Farm.....														
A. Field.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	104.3	108.4	108.8
B. Animal.....	70.1	129.0	146.0	95.9	100.0	105.5	61.0	75.5	91.6	101.6	107.6	119.6	121.2	125.2
Farm (Canadian).....	64.1	132.6	160.6	88.0	100.0	100.8	51.0	64.3	72.8	109.7	111.9	116.4	116.9	118.5
II Marine.....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.2	92.1	131.7	144.0	150.9	150.5	145.8
III Forest.....	60.1	89.7	151.3	100.8	100.0	93.7	63.0	78.9	95.6	119.2	131.3	147.8	152.5	159.6
IV Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	103.8	112.5	114.2	115.8
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.5	123.8	125.6	128.1
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.0	93.0	70.2	75.3	88.8	94.0	98.8	107.7	111.8	113.4

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	June 1914	188	1938=1000	1936-1939=100	1926-1930=1000	180	1926-1930=1000
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1938=1000	1936-1939=100	1926-1930=1000		1926-1930=1000
1913.....	64.0	(a) 79.1	69.8	(b) 70.7		(a) 100	(a) 100	(c) 100	1125	814				(b) 748
1914.....	65.5	79.7	68.1	71.8		100	100	100	1090	855				678
1915.....	70.4	80.7	69.5	72.5		123	123		1204	855				678
1916.....	84.3	87.0	85.5	77.9		146	146		1379	908				882
1917.....	114.3	102.4	117.5	107.5		176	176		1583	996				1024
1918.....	127.4	115.6	131.3	107.5		203	203	204	1723	1064				1225
1919.....	134.0	128.5	138.6	123.8		215	215		1854	1177				1282
1920.....	155.9	143.0	154.4	143.0		249	249		224	1458				1536
1921.....	110.0	129.9	97.6	127.7		226	226	200	1895	1320				1019
1922.....	97.3	120.4	96.7	119.7		183	183	200	1445	1101				1428
1923.....	100.0	121.8	100.0	126.4		172	172	162	1387	1063				922
1924.....	96.4	120.5	96.7	122.5		166	166	161	1358	1069				1053
1925.....	95.6	121.7	95.3	122.5		164	164	161	1305	1066	(f) 1150			984
1926.....	86.6	120.8	86.4	119.4	100.0	157	157	158	1155	1041	(f) 1103			958
1927.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1928.....	86.1	120.8	86.4	119.4	100.0	140	140	137	1047	932				981
1929.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1930.....	86.1	120.8	86.4	119.4	100.0	140	140	137	1047	932				981
1931.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1932.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1933.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1934.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1935.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1936.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1937.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1938.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1939.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1940.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1941.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1942.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1943.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1944.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1945.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1946.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981
1947.....	85.7	120.8	85.9	119.4	100.0	140	140	137	1047	932				981

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945, "Consumers Price Index for Moderate-Income Families in Large Cities".

CHANGES IN COST-OF-LIVING INDEX NUMBERS, FIRST QUARTER OF 1947

Country	Percentage Change		Principal Group Changes
	March, 1947 August, 1939	March, 1947 December, 1946	December, 1946—March, 1947
Canada.....	+ 27.9	+ 1.4	Increases: homefurnishings, foods.
Czechoslovakia.....	+201.1 (a)	+ 1.3	Increases: rent, foods. Decreases: clothing.
Iceland.....	+201.0	+ 1.3	Increases: foods.
Mexico.....	+195.3	— 1.1	Increases: clothing. Decreases: soap and fuel, foods.
Newfoundland.....	+ 60.5	+ 1.9	Increases: foods, clothing.
Norway.....	+ 59.5	— 0.3	Increases: miscellaneous. Decreases: clothing, foods.
Peru.....	123.7	+ 6.4	Increases: foods, clothing.
Union of South Africa.....	+ 39.6	+ 2.7	Increases: foods.
United Kingdom.....	+ 31.6	0.0	Increases: foods, fuel and light. Decreases: clothing.
United States.....	+ 58.5	+ 2.0	Increases: clothing, housefurnishings, foods.

(a) Increase over year 1939.

CHANGES IN WHOLESALE PRICE INDEX NUMBERS, FIRST QUARTER OF 1947

Country	Percentage Change		Principal Group Changes
	March, 1947 August, 1939	March, 1947 December, 1946	December, 1946—March, 1947
Argentina.....	+137.0	+ 1.4	Increases: non-farm products. Decreases: farm products.
Canada.....	+ 66.5	+ 7.5	Increases: non-ferrous, fibres, wood.
Czechoslovakia.....	+174.3 (a)	— 0.1	Decreases: food products, textiles.
India (Calcutta).....	+270.0	+ 0.8	Increases: raw jute, hides and skins. Decreases: tea, textiles, raw cotton.
Mexico.....	+136.3	— 2.6	Increases: construction materials, power. Decreases: foods, household articles, clothing.
Peru.....	+169.6	+ 17.5	Increases: building materials, metals, foods.
Sweden.....	+ 76.6	+ 2.1	Increases: chemicals, vegetable products. Decreases: animal products.
Union of South Africa.....	+ 66.5	+ 0.5	Increases: metals, dairy produce. Decreases: grain, meal and potatoes.
United Kingdom.....	+ 87.2	+ 2.1	Increases: non-ferrous metals, chemicals and oils, miscellaneous foods and tobacco.
United States.....	+ 99.3	+ 6.1	Increases: building materials, farm products, foods. Decreases: hides and leather products.

(a) Increase over year 1939.

expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527 became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, May, 1947

Further substantial increases in wholesale prices in May were reflected in a gain of 2.4 points to 125.3 in the general wholesale price index, which is on the base 1926=100. Since the beginning of the year there has been a gain of 11.1 points in this index or 9.7 per cent. Among particular groups of the index, wood, wood products and paper rose 7.2 points to 161.0, largely due to advances in

fir, cedar lumber and groundwood pulp. Animal products prices moved up 3.5 points to 128.0, reflecting increases for butter, canned milk, eggs and livestock. Strength in the non-metallic, group index, which advanced 3.1 points to 111.4, was due to higher prices for imported bituminous and western domestic coal, manufactured gas and asbestos mill-board and pipe covering. Raw wool and wollen cloth advances were responsible for a gain of 2.7 points to 123.9 in the textile group while strength in rye, potatoes and onions was responsible for a gain of 0.8 to 111.4 in the vegetable products group. Bananas, oranges, lemons, raw rubber and rosin were lower in this group in May. Chemicals and allied products held unchanged at 103.9 while one group, non-ferrous metals, registered a decline from 115.8 to 115.1 due to weakness in silver quotations. The monthly index of Canadian farm product prices at wholesale rose a further 1.6 points to 118.5 between April and May. Both sub-groups were higher, field products advancing 1.9 points to 103.6 due to firmer quotations for rye, potatoes and onions. In the animal products sub-group higher prices for livestock and eggs were sufficient to move the index up 1.0 to 143.4.

Publications Received in Library of Department of Labour Ottawa, Quarter Ending June, 1947

THE publications listed below are not for sale by the Department of Labour, but may be obtained on loan, free of charge, upon application to the Librarian, Department of Labour, Ottawa. Inquiries with respect to purchases should be directed to the respective publishers.

COLLECTIVE BARGAINING:

1. *Collective Bargaining*; by Leonard J. Smith. New York, Prentice Hall, Inc., 1946. 467p.
2. *Collective Bargaining—An Analysis of Union Contracts*. The National Industrial Conference Board, Inc., New York, 1947.

EMPLOYMENT:

3. *Economic Policy and Full Employment*; by Alvin H. Hansen. New York, McGraw-Hill Book Company, Inc., 1947. 340p.
4. *The Economic Report of the President to Congress; 1947*. Washington, G.P.O., 1947. 54p.
5. *Economic Survey for 1947*; Great Britain. London, H.M.S.O., 1947. 36p.
6. *Get the Job*; by Willard Abraham. Chicago, Science Research Associates, 1946. 198p.

7. *How to use Handicapped Workers*; by Arthur T. Jacobs. New York, National Foremen's Institute, Inc., 1946. 186p.

8. *Planning and Paying for Full Employment*; edited by Abba P. P. Lerner and Frank D. Graham; Princeton University Press, 1946. 222p.

EMPLOYMENT MANAGEMENT:

9. *American Business Policies*; edited by William McKee and Donald V. Sawhill. New Wilmington, Penn., The Economic and Business Foundation, Inc., 1945. 240p.
10. *Executive Thinking and Action*; by Fred De Armond. First Edition. New York, McGraw-Hill Book Company, Inc., 1946. 261p. \$3.
11. *From Conflict to Cooperation—A Study in Union-Management Relations*. Society for Applied Anthropology, Cambridge, Mass., 1946. (In: Applied Anthropology, Problems of Human Organization. Vol 5, No. 4, Fall, 1946. Special Issue, p. 1-31.)
12. *How to Create Job Enthusiasm*; by Carl Heyel. New York, McGraw-Hill Book Company, Inc., 1942. 248p. \$2.80.

13. *How to Handle Problems of Seniority*; by John A. Lapp. New York, National Foremen's Institute, Inc., 1946. 295p. \$4.

14. *How to Interview*; by Walter Van Dyke Bingham and Bruce Victor Moore. Third Revised Edition. New York, Harper and Brothers Publishers, 1941. 263p.

15. *Industrial Psychology*; by Joseph Tiffin. New York, Prentice-Hall, Inc., 1947. 386p.

16. *The Marks of a Sound Personnel Policy*; by W. M. O'Neil. Melbourne, Institute of Industrial Management, 1946. 20p. 10S.

17. *Personnel Management Practices*; by six industrial executives. Melbourne Institute of Industrial Management, 1946. 84p.

18. *The Personnel Program of Jack and Heintz*; by Roswell Ward. New York, Harper and Brothers, 1946. 146p.

19. *Procedures Used in Hiring and Testing Clerical Employees*. Compiled and released by The Dartnell Corporation. Chicago, 1946. 100p. \$5.

20. *Psychology for Business and Industry*; by Herbert Moore. Second Edition. New York, McGraw-Hill Book Company, Inc., 1942. 526p.

21. *Training for Supervision in Industry*; by George H. Fern. New York, McGraw-Hill Book Company, Inc., 1945. 188p.

HOUSING:

22. *The Future of Housing*; by Charles Abrams. New York, Harper and Brothers, 1946. 428p.

23. *Homes for Canadians. Attractive house plans designed especially for Canadian requirements*. Ottawa Central Mortgage and Housing Corporation, 1947. 121p.

INDUSTRIAL RELATIONS:

24. *Addresses on Industrial Relations, 1946*. University of Michigan, Bureau of Industrial Relations. Ann Arbor, 1946. 87p.

25. *Arbitration of Labour Disputes—Cases from an Arbitrator's Files*; by Samuel R. Zack. New York, Doniger and Raugfley, 1947. 240p. \$2.50.

26. *Getting along with Unions*; by Russell L. Greenman and Elizabeth B. Greenman. New York, Harper and Brothers, 1947. 158p. \$2.50.

27. *Grievance Procedure under Collective Bargaining*. U.S. Bureau of Labor Statistics, Washington, 1946. 12p.

28. *Industrial Peace and Wagner Act—How the Act works and what to do about it*; by Theodore R. Iserman, with a foreword by Leo Wolman. New York, McGraw-Hill Book Company, Inc., 1947. 91p.

29. *Labor Adjustment Machinery*; by Herbert R. Northrup. New York, American Enterprise Association, Inc., 1946. 51p.

30. *A National Labor Policy*; by Harold W. Metz and Meyer Jacobstein. Washington, The Brookings Institution, 1947. 164p. \$2.25.

31. *Manual for Labor Disputes*; by Leonard J. Smith. New York, Prentice-Hall, Inc., 1946. 41p.

32. *Management Rights in Labor Relations*; by Stephen F. Dunn. Grand Rapids, Woodbeck Publishing Co., 1946. 304p.

33. *Should Labor have a Direct Share in Management?* Congress of Industrial Organizations, Department of Education and Research, Washington, 1946. 31p.

34. *Statement on the Economic Considerations affecting Relations between Employers and Workers*. Great Britain, National Joint Advisory Council, London, H.M.S.O., 1947. 9p.

35. *Union-Management Co-operation at the Toronto Factory of Lever Brothers Ltd.*; by W. R. Dymond. Toronto, 1947. 42p. Reprinted from the Canadian Journal of Economics and Political Science. Vols. 13 No. 1 February, 1947.

36. *The Way to Industrial Peace*; by Peter F. Drucker. New York, Harper's Magazine, 1947. 28p.

INDUSTRY:

37. *Enterprise First—The Relationship of the State to Industry, with Particular Reference to Private Enterprise*; by William Wallace. Toronto, Longmans, Green and Co., 1946. 112p.

38. *How to Start Your Own Business with Little or no Capital*. Edited by Popular Science Publishing Company, Inc., New York, 1945. 190p.

39. *Industrial Toxicology*; by Alice Hamilton and Rutherford T. Johnstone. Edited by Henry A. Christian. New York, Oxford University Press, 1945. 130p.

40. *Industrial Recreation Facilities*; by Earl L. Ferris and Floyd R. Eastwood. Lafayette, Ind., Purdue University, 1945. 43p. \$1.70.

41. *Industry in Southeast Asia*; by Jack Shepherd. New York, Institute of Pacific Relations, 1941. 133p.

42. *Jewellery and Silverware*. Great Britain, Board of Trade, London, H.M.S.O., 1946. 105p.

43. *Medicine in Industry*; by Bernhard J. Stern. New York, The Commonwealth Fund, 1946. 209p.

44. *Output and Productivity in the Electric and Gas Utilities, 1899-1942*; by Jacob Martin Gould. New York, National Bureau of Economic Research, Inc., 1946. 195p.

45. *The Plastics Industry*; by Barrett L. Crandall. Boston, Bellman Publishing Co., Inc., 1946. 36p. \$1.00. American Industries Series No. 5.

46. *A Printer and his World*; by Andrew J. Corrigan. London, Faber and Faber Ltd., 1944. 201p.

47. *Principles of Industrial Organization*; by Dexter S. Kimball. New York, McGraw-Hill Book Company, 1939, 478p. Fifth and latest edition.

48. *Prospects of the Industrial Areas of Great Britain*; by M. P. Fogarty, with an introduction by G. D. H. Cole. London, Methuen and Co., Ltd., 1945. 492p.

49. *The Rubber Industry*; by Josephine Perry. New and Revised Edition. Toronto, Longmans, Green and Co., 1946. 127p.

50. *Studies in Industrial Organization*; A symposium edited by H. A. Silverman, preface by G. D. H. Cole. London, Methuen and Co., Ltd., 1946. 352p. Contents: The History, by H. A. Silverman. The Lace Industry, by F. A. Wells. The tweed section of the Scottish woolen industry, by J. S. Pattison. The boot and shoe industry by H. A. Silverman. The artificial textile industry by H. A. Silverman.

51. *Successful Employee Publication*; by Paul F. Biken and Robert D. Breth, New York, McGraw-Hill Book Company, Inc., 1945. 179p.

JOB EVALUATION:

52. *Job Evaluation*; by F. H. Johnson, R. Boise, D. Pratt. New York, John Wiley and Sons, Inc., 1946. 288p.

53. *The Operation of Job Evaluation Plans—A Survey of Experience*. Princeton University, Department of Economic and Social Institutions, Industrial Relations Section. Princeton, N.J. 1947. 112p.

LABOUR—UNIONS, POLITICS, ETC.:

54. *The Canadian Labor Movement—An Historical Analysis*; by Margaret Mackintosh, Ottawa, 1946. 11p. Reprinted from *Canadian Welfare* December 1, 1946.

55. *Final Report—Labour Policies and Programs in Japan*. Advisory Committee on Labour in Japan. General Headquarters, Supreme Commander for the Allied Powers. Tokyo, 1946. 156p.

56. *Government and Labor in Early America*; by Richard B. Morris. New York, Columbia University Press, 1946. 557p.

57. *Hurry up, Please, Its Time*; by Elizabeth Hawes. New York, Reynal and Hitchcock, 1946. 245p.

58. *The Labor Problem in the United States*; by E. E. Cummins and Frank T. DeVyer. Third Edition. New York, D. Van Nostrand Company, Inc., 1947. 587p. \$4.50.

59. *The Labor Movement in Italy*; by Humbert L. Gualtieri. New York, S. F. Vanni, 1946. 326p.

60. *A Look at Labour*. Excursion Books, St. Paul, Minnesota, 1946. 96p.

61. *Report of the Canadian Government Delegates for the Twenty-Ninth Session of the International Labour Conference—Montreal, September 19 to October 9, 1946*. Ottawa, King's Printer, 1947. 110p.

62. *Shall the Rank and File Boss the Plants?—This is what Happens when you Unionize Foremen*; by Rathbone, Perry, Kelley and Drye, lawyers, New York. Detroit, 1946. 87p.

63. *Thirty-Fifth Annual Report on Labour Organization in Canada*. (For the Calendar year 1945). Department of Labour. Ottawa, King's Printer, 1945. 90p.

64. *Your Civil Rights—A Handbook for Trade Union Members and Organizers*. Washington, Congress of Industrial Organizations, 1946. 64p.

65. *Yours Fraternally*; by Arthur Peacock, with drawings by Philip Mendoza, London. Pendulum Publications Limited, 1945. 126p.

66. *You and the WFTU—The Story of the World Federation of Trade Unions*. Washington, Congress of Industrial Organizations, 1947. 16p. 5c.

LABOUR LEGISLATION:

67. *Labor and the Law*; by Charles O. Gregory. New York, Norway and Company, Inc., 1945. 467p.

68. *The Law of Labor—A Brief History of its Evolution in Our Time*; by Murray T. Quigg. New York, National Industrial Conference Board, Inc., 1946. (American Affairs Pamphlet.) 1946. 35p.

OCCUPATIONS:

69. *Educating for Industry—Policies and Procedures of a National Apprenticeship System*; by William F. Patterson and M. H. Hedges. New York, Prentice-Hall, Inc., 1946. 229p.

70. *Establishing and Operating a Small Woodworking Shop*; by Henry P. Bragg. Washington, G.P.O., 1946. 44p.

71. *Establishing and Operating a Confectionery-Tobacco Store*; by George F. Dudik. Washington, G.P.O., 1946. 58p. Industrial (Small Business) Series No. 48.

72. *Establishing and Operating a Retail Feed and Farm Supply Store*; by Victor E. Hood. Washington, G.P.O., 1946. 38p. Industrial (Small Business) Series No. 45.

73. *How to Establish and Operate a Retail Store*; by O. Preston Robinson, and Kenneth B. Haas, drawings by J. R. Halea. New York, Prentice-Hall, Inc., 1946. 379p.

74. *Industrial Films—A Source of Occupational Information*. U.S. Employment Service, Occupational Analysis and Industrial Services Division. Washington, G.P.O., 1946. 71p.

75. *Weaving—A Practical Textbook for Schools*; by R. K. and M. I. R. Polkinghorne. New and revised edition. New York. Bridgman Publishers, Inc., 1945. 199p.

76. *Weaving is Fun*; by Lou Tate. Louisville, Ky., 1946. 64p.

STATISTICS:

78. *How to Read Statistics*; by L. C. Butsch. Milwaukee, The Bruce Publishing Company, 1946. 184p.

79. *Government Statistics for Business Use*; edited by Philip M. Hauser and Willie R. Leonard. New York, J. Wiley and Sons, Inc., 1946. 432p.

UNITED NATIONS:

80. *United Nations' Handbook, No. 6*. United Nations. New York, 1946. 108p. Sixth Edition.

81. *United Nations Primer*; by Sigrid Arne. Toronto, Rinehart and Company, Inc., 1945. 156p.

VACATIONS:

82. *Vacations for Industrial Workers*. Metropolitan Life Insurance Company, New York, Policy holders service. New York, 1946. 43p.

WAGES:

83. *Basic Criteria used in Wage Negotiations*; by Summer H. Slichter, Chicago, The Chicago Association of Commerce and Industry, 1947. 56p.

84. *The Guaranteed Annual Wage*; by A. D. H. Kaplan, S. M. Du Brul, Boris Shishkin,

D. V. Sawhill. New Wilmington, Pa., 1946. 49p. 75c. American Economic Policy Series.

85. *The Nathan Report—An Appraisal of Robert R. Nathan's "A National Wage Policy for 1947"*. National Association of Manufacturers, Research Department. New York, 1946. 25p.

86. *Report to the Retail Trade Minimum Wage Board Relating to Wages and other Conditions of Employment in the Retail Trade Industry*. New York (State) Department of Labor, Industrial Commissioner, New York, 1945. 101p.

87. *Readings in the Theory of Income Distribution*. The American Economic Association. Toronto, The Blakiston Company, 1946. 718p.

MISCELLANEOUS:

88. *Across the Years. A Century of Education in the Province of Quebec*; by Walter Pilling Percival. Montreal, Gazette Printing Company Limited, 1946. 195p.

89. *American Economic Policies*; edited by William McKee and John H. Evans. New Wilmington, Penn., The Economic and Business Foundation, Inc., 1945. 240p.

90. *Charters of Our Freedom*; by Reginald G. Trotter. Toronto, Ginn and company, 1946. 138p.

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Workmen's Compensation in British Columbia and Ontario

British Columbia

THE thirtieth Annual Report of the Workmen's Compensation Board of British Columbia for the year ended December 31, 1946, states that the number of firms engaged in operations within the scope of the Act at the close of the year was 13,762 as compared with 9,361 a year earlier. The great increase in the number of employers is attributed largely to the extension of the benefits of the Act to industries or occupations not covered in previous years. These included under certain conditions the following: "operating a catering business, hotel, beer parlour, apartment house, commercial building, retail store, the business of land surveying, auctioneering, operation of a private school, private club, nursing home, veterinary hospital, dental laboratory, barber shop, hair-dressing establishment or beauty parlour, photo taking or photo printing shop, stockyard, land clearing, landscape gardening or other gardening as an industry (exclusive of market gardening), operating a horticultural nursery, Christmas tree cutting, distributing and servicing automatic music machines, watch repairing, broadcasting station (exclusive of players and artists) and having any employee or employees (other than members of the family of the employer) employed at such work. Other operations were brought under the Act, effective January 1, 1947."

During the year 1946, 4,897 firms recorded operations for the first time and 557 firms resumed the employment of labour under the Act. In addition, 185 employers purchased optional protection for their employees. On the other hand, 1,178 employers ceased to employ labour under the Act and 60 other employers discontinued buying optional protection. The net increase in the number of employers during the year was 4,401.

Concurrently with the increase in the number of workmen protected under the Act there was an increase in the number of accidents recorded. There were 59,947 accidents reported to the Board in 1946, an increase of 4,093 over the previous year. Of the total recorded, 191 proved fatal—a reduction of 22 from the year 1945. Awards were made during the year to 1,113 workmen who had suffered permanent partial or permanent total disabilities, bringing the total awards for permanent impairment in 30 years to 20,685. At the end of 1946, there were, 4,997 workmen in receipt of regular monthly payments for permanent impairment sustained by accidents and industrial diseases in previous years. As

a result of fatal accidents and industrial diseases, pensions were being paid, at the end of 1946, to 1,277 widows, 801 children, 165 dependent mothers, 42 dependent fathers and 24 other dependents.

The total estimated payrolls of employers upon whom assessments were levied in 1946 was \$415,000,000, as compared with audited payrolls for 1945 of \$383,734,401.

The report contains a tabular analysis of 29,691 claims on which time-loss payments were made in 1946. Of these claims, 17,759 were made by married persons, 11,007 being single persons and in 925 cases the conjugal state was unknown. The total wage loss sustained by the 29,691 claimants was \$6,275,721.51; the average length of disability for all classes was 39 days, and the average weekly wage for all classes was \$37.31. The total number of work days lost was 778,245. Of the total number receiving compensation benefits, 1,667 received other insurance benefits.

Accident Prevention

The educational campaign in accident prevention was maintained in 1946. Some 275,000 copies of the 1945 revision of the Accident Prevention Regulations were distributed to workmen. Informative booklets and circulars were sent to employers at regular intervals to the extent of 175,000 copies. In addition, there was a constant flow of warning notices and placards sent to new firms, and to others requesting such material, for posting on bulletin boards. A special booklet was issued designed to forestall as far as possible any unfavourable accident experience that might occur during the transition period following the end of the war. Some 15,000 copies were sent to interested persons.

What was considered to be one of the most important steps taken by the Board in the educational and publicity field was the inauguration of a safety poster service. In response to numerous requests from management, the Board organized facilities to present the most suitable materials in a forceful manner. It is reported that the increasing demands for this service indicate its effectiveness in focussing attention on the control of hazardous conditions and practices.

Rehabilitation Program

Physiotherapy continued to form a vital part of the rehabilitation program. Instead of waiting until after other treatments had

been completed, workmen were referred to the rehabilitation centre at a much earlier stage in the period of their convalescence. During 1946, 152,818 treatments were given. For each working day the centre was open, 352 workmen received one or more treatments. In addition, 442 workmen received occupational therapy. Then too, 3,820 workmen were interviewed during their convalescence to ascertain their requirements with respect to rehabilitation. Of the 336 cases (including 111 similar cases carried over from 1945) in which assistance was indicated, 199 were rehabilitated. Awards were made for permanent partial impairment to 128 and 71 others desired a change of occupation. Of the 199 workmen rehabilitated, 42 were placed with former employers and 157 others went to new employers. Four injured workmen took industrial first-aid courses, three of whom had continued in that work. Eighteen others took training in high school or business college, twelve of whom have been given employment at the new work for which they were retrained. It is reported that rehabilitation work was curtailed to some extent by shut-downs in some industries during the year.

Time-Loss by Industry

The percentage of accidents which resulted in three or more days time-loss during the year was distributed as follows: lumber industry, 35 per cent; construction, 33 per cent; general manufacturing and delivery, 19 per cent; metal mining and smelting, 5 per cent; navigation and wharf operations, 4 per cent; coal mining, 3 per cent; railway groups, 3 per cent; all other classes, 11 per cent.

Ontario

THE report of the Workmen's Compensation Board of Ontario for 1946 states that there was an increase of payroll, accidents reported, and compensation awarded, each item reaching an all-time high record. The payroll covered increased 10.93 per cent, the accidents reported 17.21 per cent and the benefits awarded 25.63 per cent, over corresponding figures for 1945. The payroll in Schedule 1 (the collective liability part of the Workmen's Compensation Act) was \$1,295,400,500, in 1946, as compared with \$1,167,802,000, in 1945.

There were 138,570 accidents reported in 1946, an increase of 20,350 over 1945. During 1946 the benefits (compensation, medical aid, rehabilitation, etc.) amounted to \$16,502,023.89, as compared with \$13,135,938.38 during 1945.

Revenue

Revenue of the Board's accident fund during 1946 amounted to \$13,661,758.09, of which \$9,521,954.20 was obtained from 1946 assessments; \$838,726.41 from assessments of 1945 and prior years; and \$55,273.99 from penalties, interest, etc.; \$289,292.76 from medical aid, workmen's contributions; \$1,080,338.35 from investments and interest; \$393.55, premiums on U.S. funds; \$85,079.90, net profits from investments; \$45,771.56, Alberta talons, etc.; and bank interest and exchange, \$5,759.76. Disbursements by the Board through its accident fund totalled \$12,039,808.16 in 1946, the major component items being compensation to workmen and medical aid chargeable to classes, \$4,629,878.13; medical aid charged to firms \$2,305.60; medical aid (physicians, hospitals, drugs, etc.) \$759,583.78; physiotherapy rehabilitation department, \$96,839.03; general and administrative expenses, \$39,795.63; rehabilitation account, \$34,030.36; pension payments (less transfer from silicosis account of \$1,814.29), \$2,348,290.29; general administrative expenses, \$454,292.24, repayable advances, \$1,431.40. Investments purchased during the year, less sales at book values, \$3,673,361.70; leaving a bank balance at the end of the year of \$1,621,949.93.

Total receipts for the silicosis fund for 1946 were \$492,149.84, of which \$425,225.35 were obtained from assessments from employers and the balance from investments, interest, etc. The disbursements from the silicosis fund amounted to \$268,057.58, of which amount \$228,728.64 was for pension payments and the balance for hospital expenses and medical aid, time loss payments, funeral expenses, and general administrative expenses.

The average rate of assessment (Schedule 1) increased from \$1.12 for each \$100 of payroll to \$1.16, the increase being due to more hazardous industries being substituted for less hazardous industries in the post-war period; there was no substantial increase in rates charged the employers. At the end of 1946, there were 35,296 employers under Schedule 1, as compared with 29,039 at the end of 1945, the addition being due largely to the inclusion of industries not formerly under Schedule 1.

The compensation and medical aid for Schedule 1 industries, including estimates for what is still to be awarded for accidents happening during the year, amounted to \$13,239,244.31. There were other outlays of \$1,421,261.83, being \$680,819.16 charged for

administration expenses (including \$973 debit adjustment of prior years' expenses), \$182,066.58 for other expenses of non-administrative character, \$38,328.80 for mine rescue work, \$342,762 grants to accident prevention associations organized under the Act, \$131,371.95 for the Board's clinic, \$8,221.37 for special treatment for paraplegics, \$36,858.25 for the special arrangements with the Toronto General Hospital, \$284.12 for outlays under Section 8 of the Act and \$549.60 special expenses charged to the classes. The total expenditures and charges for the year were \$14,660,506.14.

The total amount of compensation awarded in Schedule 2 industries (those in which the employer is individually liable for accidents to his workmen) and Crown cases was \$2,345,197.61 as compared with \$2,555,764.16 during 1945. Of this \$2,345,197.61, \$1,033,962.68 was

for Dominion Crown cases and \$125,782.08 was for Provincial Crown cases.

The gross administrative expenses of the Board were \$1,019,957.68, of which \$182,066.58 was for non-administrative services, that is, those services, which, mainly medical and investigatory, are in the nature of benefits rather than administrative. The gross administrative expenses are, therefore, \$837,891.10, of which \$679,846.16 was charged to Schedule 1 and constitutes 4.80 per cent of the benefits awarded in Schedule 1.

The balance in the Pension Fund at the commencement of 1946 was \$37,295,585.05. During the year \$6,708,444.80 was transferred for pension awards, \$1,971,560.60 was added in interest and \$3,536,806.30 was paid for pensions. The balance in the fund at the end of 1946 was \$42,438,784.15.

Adult Education in Manitoba

THE Manitoba Royal Commission on Adult Education appointed by Order in Council of the provincial government in August, 1945, issued in June, a report of 170 pages covering its investigations and recommendations.

The terms of reference as defined in the Order in Council were:—

“to make recommendations to the government

“(I) outlining a comprehensive plan of adult education that would meet the needs of Manitoba today;

“(II) concerning the extent to which the federal government and the provincial government, or either of them, should engage in adult education and indicating where, in a democracy like Canada, the line between adult education and government or state propaganda should be drawn;

“(III) concerning the features of adult education carried on in the Prairie West of Canada and in the most comparable mid-west states of the United States of America, which the commission considers might be adapted to Manitoba;

“(IV) as to the manner in which adult education work in Manitoba may best be correlated with the work of rehabilitation of the Department of Veterans Affairs of Canada.”

The first members of the Commission were: Dr. A. W. Trueman, President of the University of Manitoba (Chairman); Dr. H. A. Innes, University of Toronto; Mr. John Grieson, Film Director, Ottawa; Mr. J. J. Deutsch, Economist, Winnipeg; Miss Frances McKay, Director of Women's Work, Manitoba Department of Agriculture Extension Service.

The Commission, during the course of its inquiries, held a number of full business meetings and hearings at the legislative buildings and the University of Manitoba in Winnipeg and also, a three-day session in

Ottawa. In addition, it requested written statements from some 75 adult education agencies in Manitoba.

Prefacing their recommendations, the Commissioners stated that they had attempted “to devise machinery by which the government's support to agencies concerned with adult education will not imply government control of those agencies. The government itself must be vitally concerned with securing independent criticism . . . We have pointed to the dangers of university dictation and of government dictation and to the necessity of allowing those concerned with adult education to work out their own solutions.” They point out that “a list of agencies concerned with adult education will show a wide divergence of interests. These reflect in part the limitations of a formal education as felt by individuals in the community . . .”

It is claimed further, that “the fostering of the importance of a wide divergence of interests is a basic consideration in the generous support of the government to the furtherance of adult education.”

Recommendations

The Commission recommended that the province take fuller advantage of Dominion legislation which would aid provincial educational projects with a view to extending adult education programs, if and when provincial funds are available. In addition, the Commission is of the opinion that the government should “strive to secure maximum efficiency in the educational aspects of the work of each provincial government department concerned,” and also that “it is the function of govern-

ment to provide financial support for adult education, without interfering in any way with the educational policies of voluntary agencies."

It is urged that the educational work of all government departments, specifically those of Agriculture, Education and Health and Public Welfare, in so far as they relate to adult education, should be carefully co-ordinated. While admitting that individual government departments must have "a certain degree of independence and autonomy," administrative machinery is required to make possible an interchange of ideas and a joint planning of programs.

With respect to the University, the Commission feels that the present faculty committees should be replaced by a department of extension. Further, it is held that "the University should exercise important influence through representation on councils and committees set up for the co-ordination of the educational efforts of voluntary and government agencies." It is pointed out, however, that as the University is an autonomous body, it must assume the responsibility for the part it will play in adult education. This "might involve greater emphasis in the undergraduate classes on the responsibility of university graduates for taking part in the educational activities of the community."

The Commissioners urge "the necessity of supporting the efforts of the voluntary agencies at every turn, since the vital work in adult education must be done by them." It is

asserted that the wide diversity of adult education agencies "implies an organization which would enable them to work out their own problems and the problems of adult education as a whole." To facilitate that, it is suggested that "a conference be called with a view to setting up a constitution and machinery for the continuous sustained discussion of problems of adult education."

Two types of administrative machinery are suggested to co-ordinate the roles of government, university and voluntary agencies. The first is an interdepartmental advisory committee of five to include the deputy ministers (or their representatives) of the Departments of Agriculture, Education and Health and Public Welfare, the Director of the Adult Education council and a university official. The latter two would serve ex-officio and the Chairman to be the Deputy Minister of Education.

The Commission recommends that the government take the initiative in organizing a conference of representatives of all voluntary adult education agencies to discuss ways and means of establishing an effective central council. Suggestions are made concerning a constitution for the central council, including the election and duties of a director and an executive board; methods of raising and allocating funds; provision for regional libraries for both books and films; and machinery for the collection and disposition of data, specifically with respect to handicrafts and handicapped groups.

Labour and Industry in Nova Scotia

THE annual report of the Nova Scotia Department of Labour for the fiscal year ending November 30, 1946, states that the index number of reported employment for November 1, 1946 was 192.7, compared with 193.6 for the same date in the preceding year. A large factor in this decline was a substantial decrease in the iron and steel industry, the employment index for which fell 41.9 points. Gains were registered in other parts of the manufacturing group; employment in construction, retail trade and mining also showed advances.

The number employed in industries in Nova Scotia, at November 30, 1946, as reported by establishments with 15 or more employees, was 81,259, with aggregate weekly payrolls of \$2,521,143. This represented an increase of 3.9 per cent in employment and 6.1 per cent in payrolls over the previous month's figures. For

the preceding twelve-month period, however, there was a decrease of 60 in reported employment.

In the coal mines, the average daily work force was 13,347, compared with 12,533 in 1945 and the total shifts worked were 3,292,541, an increase of 9,149 over the previous year.

Strikes and Lockouts.—During the year ending November 30, 1946, there were 39 strikes with a time loss of 334,649 man-working days. The comparable figures for the preceding fiscal year were 32 strikes with a time loss of 34,913 days. The nation-wide steel strike was the major industrial disturbance of the year and accounted for an estimated time loss of 290,000 man-working days in Nova Scotia. Of the work stoppages in 1946, 12 were for one day or less, 16 lasted from one day to five and 13

for five days or more. The total number of workmen involved in all stoppages was 18,491.

During the year the Nova Scotia Wartime Labour Relations Board dealt with 48 applications under the Wartime Labour Relations P.C. 1003. In addition, seven applications were withdrawn and 14 applications were pending decision of the Board at the end of the fiscal year. A conciliation officer was successful in resolving two of the three cases for conciliation. In the third case the conciliation officer recommended the appointment of a Board of Conciliation. Under the auspices of that Board a collective agreement was executed successfully. Industries covered by applications to the Board included fishing, ship repairs, garage operations, laundries, municipal employment, hotel and other services, textiles, breweries, basic steel, and construction.

Amendments to Legislation.—Changes in the Workmen's Compensation Act raised from \$100 to \$150, the maximum amount payable for funeral expenses; provided for payments up to the age of 18, in respect of a child whose education should, in the opinion of the Board, be continued; and revised the description of industrial incidence of silicosis.

The Industrial Standards Act was amended to extend its application, not only to building and construction in Halifax and Dartmouth, but to any other city, town, or other municipal district as the Governor in Council may determine by proclamation.

The Nova Scotia Labour Act, first enacted in 1933, was re-enacted to remain in force until May 1, 1947.

The Trade Union Act was amended to substitute the words "Minister of Labour" for the words "Provincial Secretary," wherever they occur therein.

Factory and Boiler Inspection.—The number of industrial accidents reported or ascertained

during the fiscal year was 1,216, of which six were fatal. Of the total, 325, including three fatal, occurred in the wood-working industry; 248, of which three were fatal, occurred in the metal trades; 408 occurred in the steel and wood ship-building industry and 235 in miscellaneous manufacturing plants. No accidents occurred from boiler failures and no violent explosions took place in connection with any boiler coming under the jurisdiction of the Boiler Inspection Act.

Vocational Training.—The Technical Education Branch of the Nova Scotia Department of Education has co-operated with the provincial Departments of Labour, Agriculture and Industry in promoting various phases of vocational training. Advantage has been taken of the assistance granted the provinces by the Vocational Training Act, passed by the Dominion Government in 1942. Marked progress was reported in industrial apprenticeship during the year and encouraging support was given both by trade unions and employers. In the matter of youth training, the projects undertaken at North Sydney, Sydney and Glace Bay, some ten years earlier, to provide "opportunity schools" for youths desiring vocational counselling, employment or instruction, conducted both day and evening classes for some 300 trainees. Of this number, 95 completed their training and were placed in employment. In addition, nearly 900 received vocational guidance and 172 were given special technical instruction. Training for rural youth was carried out by the Department of Agriculture as part of that Department's extension work. Instruction in internal combustion engines and navigation was provided for fishermen and assistance was continued in the form of financial loans and grants to worthy and needy university students pursuing courses in science, engineering, medicine, dentistry, mathematics, forestry and social service.

THE LABOUR GAZETTE

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Notes of Current Interest

Labour legislation enacted by Parliament in 1947

Of special labour interest were several statutes enacted during the Session of the Dominion Parliament which closed on July 17.

Bill 338 to provide for the Investigation, Conciliation and Settlement of Industrial Disputes, given first reading by the House of Commons on June 17, was referred to the Standing Committee on Industrial Relations which recommended on July 8 that a similar Bill be introduced early in the next session. Evidence was given before the Committee by the Trades and Labour Congress, the Canadian Congress of Labour, Canadian Brotherhood of Railway Employees, Canadian Federation of Labour, Canadian Construction Association, Canadian Manufacturers' Association and the Canadian Bar Association. Written representations were submitted by the Canadian and Catholic Confederation of Labour and by the Dominion Joint Legislative Committee of the Railway Brotherhoods (see p. 1102).

A Canadian Maritime Commission was provided for to make recommendations for the development of a merchant marine and of a shipbuilding and ship-repairing industry, to exercise such functions arising from the Canada Shipping Act as the Minister of Transport may direct, to administer steamship subsidies, and to perform any other duties imposed on it by any other Act or Order in Council.

A Dominion Coal Board is to be established to recommend measures concerning the production, importation, distribution and use of coal in Canada, to take over the duties of the Dominion Fuel Board, to administer any subsidies relating to coal, and to perform any functions concerning coal, of the Minister of Reconstruction and Supply which the latter may require and any other functions conferred by any statutory authority.

A stipulation made in an amendment to the Canadian National-Canadian Pacific Act, 1933, is that rates of pay, hours of work and other conditions of employment of persons employed by the two transcontinental railway companies shall be those determined by collective agreements which are filed with the Minister of Transport.

The above laws and others will be summarized at greater length in the LABOUR GAZETTE for September.

Survey of professional openings in Canada

One year ago the Dominion Department of Labour was given the responsibility of carrying out a national survey to assemble information on future employment opportunities in all vocational fields for university-trained personnel, for the use of educational and other authorities interested in matters of occupational guidance of persons taking university training—in particular veterans.

The general plan was to visit employers and discuss the question of future demands that might be expected to occur in the years 1947 to 1951 inclusive, these being years of large graduating classes due to veteran enrolments. At the same time the universities would be asked for estimates of the numbers expected to graduate in all types of courses, making possible a comparison between potential supply and demand.

Much of the field work has been completed during the past year and the analysis of returns obtained from some 1,500 employers and covering every field of university training is now well in hand. Included among the employers of university-trained personnel who were approached were the various professional associations (to uncover information relating to groups who are largely self-employed) and the Federal and Provincial Governments. The facts collected from individual employers included the present needs for professional and technical personnel, together with the expected requirements for new projects, expansion, or replacements for retiring personnel.

The first report to be made available has been one dealing with the possibilities of employment in the engineering field. Reports are in the process of being prepared on agriculture, architecture, and forestry and will be available in the near future. Commerce, law and accountancy are now under study.

The universities estimate that in the five years, 1947 to 1951 inclusive, 12,885 students will graduate in all branches of engineering—1,111 in 1947; 1,800 in 1948; 3,487 in 1949; 3,730 in 1950; and 2,757 in 1951. About 40 per cent of all who will graduate as engineers in 1948 will be veterans, and in 1949 about 75 per cent.

It is estimated that emigration and diversion to non-engineering fields (teaching, law, commerce, finance, etc.) will reduce the total number of these graduates seeking engineering posts in Canada by approximately 15 per cent to about 11,000. (Emigration will probably account for about 10 per cent and diversion to non-engineering fields about five per cent.)

In practically all branches of engineering, there is a tendency on the part of employers to indicate greatest need in 1947 (when the supply is actually the smallest) and to taper off as estimates reach far into the future. This is due in some measure to present acute shortages and also to a disinclination to make even implied commitments too many years ahead.

Subject to the possibility of making such revisions as additional information will indicate, the total demand for engineers over

the five-year period is estimated at 9,450—civil, 2,200; mechanical, 2,100; electrical, 1,750; mining, 1,300; chemical, 1,100; metallurgical, 300; and others, 700.

Employers were asked to base their estimates on "full employment." It may be assumed that only a few have erred on the side of undue optimism, and some carried caution to the point of refusing to make an estimate.

In order to ascertain the views of management in Canadian undertakings in a general way, employers were asked whether they felt there was any trend towards a freer use of university-trained personnel. Approximately two-thirds of the employers replied that there was. These employers represented over three-quarters of the total employment field covered.

The work involved by the survey, particularly the visiting of employers to secure employment forecasts and other related data, has been the particular responsibility of the staff of the Bureau of Technical Personnel, assisted by various officers made available by the Department of Labour and by the Executive and Professional Division of the National Employment Service.

Pension plan revised at Bristol-Myers

The Bristol-Myers Co. of Canada Ltd., has announced the institution of a pension scheme for its employees which will enable an employee retiring at 65 to expect a continuing income equal to half his salary. The scheme replaces an older one believed by the company to be inadequate.

The plan is open to all regular full-time employees between 30 and 65. Members of the original plan, under 30, may become non-participating members until age 30, retaining any retirement income already purchased by their own and the company's contributions or may take a cash payment equal to the sum of their own contributions with credited interest.

Normal retiring age is 65 for both men and women but a member may retire at 55 if he has at least 20 years' employment or 15 years' credited service under the plan. (Credited service means service which would entitle him to membership in the plan.)

Employees' contributions are graded according to income, the rate in each income bracket increasing after age 50. The company's contributions are calculated to provide about 68 per cent of the cost of the plan which is underwritten by the Annuities Branch of the

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1947			1946		
	July	June	May	July	June	May
Employment—						
Index ¹		184.5	179.7	173.6	169.9	169.3
Labour force.....000		4,912			4,828	
No. employed.....000		4,821			4,702	
No. employed, paid workers.....000					3,154	
Unemployment—						
No. unemployed (labour force survey).....000		91			126	
Unplaced applicants.....No.	114,528	127,529	157,757	173,904	210,751	243,036
Unfilled vacancies.....No.	95,252	102,461	92,257	120,819	115,277	112,219
Unemployment insurance claims.....No.	47,817	59,410	82,276	82,382	98,810	123,950
Unemployment in trade unions.....%	0.8			1.3		
Earnings and Hours—						
Index aggregate weekly payrolls ²		68.5	163.7	141.9	136.6	137.6
Per capita weekly earnings.....\$		36.00	35.89	32.25	31.68	32.05
Average hourly earnings.....Cents		79.8	78.3	70.0	69.1	68.9
Average hours worked per week.....		42.9	43.2	42.4	42.0	43.0
Prices—						
Wholesale index ¹		127.8	125.3	109.5	109.3	109.0
Cost of living index ³	135.9	134.9	133.1	125.1	123.6	122.0
Industrial Production⁴.....		175.2	175.0	153.5	156.4	161.5
Mineral production ⁴		116.3	112.0	98.5	100.5	101.8
Manufacturing ⁴		154.2	185.6	161.7	165.4	171.5
Electric power ⁴		180.9	180.4	168.2	164.5	166.5
Retail sales, unadjusted.....		232.7	247.7	195.4	216.5	217.1
Retail sales, adjusted ⁵		235.1	234.0	212.0	210.5	208.5
Wholesale sales.....		267.6	280.8	249.3	241.5	259.8
Production—						
Electric power.....000 k.w.h.	3,750,881	3,755,862	3,917,499	3,422,826	3,415,306	3,615,777
Construction contracts awarded.....\$000	72,515	75,541	64,206	67,673	66,402	82,199
Pig iron.....tons		157,153	160,230	66,472	129,890	159,101
Steel ingots and castings.....tons		232,242	244,076	135,914	214,861	259,626
Inspected slaughtering, cattle.....No.		80,905	88,565	123,771	103,666	76,851
Hogs.....		330,626	405,824	256,802	280,132	389,377
Flour production.....000 bbl.		2,497	2,625	2,164	2,184	2,344
Newsprint.....tons		355,603	384,520	357,027	334,207	359,943
Cement, producers' shipments.....000 bbl.		1,277	1,291	1,352	1,450	1,536
Automobiles and trucks.....No.		*21,137	*21,665	17,221	15,585	20,022
Timber scaled in B.C.....000 F.B.M.				256,577	104,438	228,427
Gold.....oz.		269,098	268,910	239,554	234,383	240,339
Copper.....000 lb.		39,453	40,863	31,009	30,886	30,993
Lead.....000 lb.		28,696	25,672	31,660	30,928	30,050
Nickel.....000 lb.		19,669	19,770	16,241	15,189	14,734
Zinc.....000 lb.		35,814	35,943	39,551	39,262	40,905
Coal.....000 tons		1,122	859	1,153	1,259	1,396
Distribution—						
Trade, external, excluding gold.....\$000		507,400	511,500	352,878	326,430	363,034
Imports, excluding gold.....\$000		231,100	240,308	161,615	157,658	164,197
Exports, excluding gold.....\$000		272,700	267,807	188,706	160,697	196,978
Railways—						
Car loadings, revenue freight ⁶.....Cars	304,144	317,767	300,951	269,213	280,130	262,728
Banking and Finance—						
Common stocks, index ³	107.6	105.3	104.4	119.1	123.3	124.4
Preferred stocks, index ³		155.8	154.3	157.5	161.6	159.7
Bond yields, Dominion, index ³	83.8	84.3	84.6	85.1	84.9	85.1
Cheques cashed, individual accounts.....\$000	6,123,898	5,975,359	6,841,152	5,546,863	5,609,420	6,115,643
Bank loans, current, public.....\$000		1,667,303	1,622,696	1,190,154	1,147,716	1,140,356
Money Supply.....\$000		7,397,000	7,394,000	7,097,300	6,974,600	7,105,500
Circulating media in hands of public.....\$000		1,085,000	1,091,000	1,051,200	1,075,000	1,058,400
Deposits, notice.....\$000		3,644,000	3,632,000	3,410,900	3,363,500	3,305,700
Deposits, demand.....\$000		2,186,000	2,093,000	2,197,100	2,150,300	2,237,000
Other.....\$000		482,034	567,900	438,200	385,900	534,300

¹ Base 1926=100. ² Base, June, 1941=100. ³ Base, 1935-1939=100. ⁴ These figures have recently been revised for the years 1935 to present and are available in the *Monthly Review of Business Statistics* for May, 1947. ⁵ Figures are for four-week periods.

⁶ Factory shipments.

Dominion Department of Labour and in part by the Aetna Life Insurance Co.

Contributions between age 30 and 50 are designed to provide an annual income equal to 2 per cent of the employee's salary for each year of employment (a total of 40 per cent of his average earnings). Contributions between 50 and 65 provide an income equal to $2\frac{1}{2}$ per cent of the salary for each year employment (or $37\frac{1}{2}$ per cent). Thus an employee participating in the plan would receive a retirement income equal to $77\frac{1}{2}$ per cent of his average earnings during the period.

When the employee retires, in lieu of the retirement income payments provided under the plan he may choose:

(a) A joint and survivor annuity providing a reduced income payable to the member during his lifetime and to his joint annuitant if she (or he) survives him as long as she lives.

(b) A modified joint and survivorship annuity (not available from the Dominion Government) providing for a reduced income to the member and for continuance of a specified portion of such reduced payments after his death as long as the joint annuitant lives.

If a member's employment terminates before either retirement date or before either 15 years "credited service" under the plan or 20 years of employment have elapsed the employee is entitled to receive:

1. From the Annuities Branch:

An annuity contract based on the portion of his contributions and those paid by the company on his behalf to the Canadian Government.

2. From the insurance company:

(a) a cash payment equal to his own contributions to the insurance company, with interest; or

(b) A paid up retirement income beginning at age 65, based on his own contributions to the insurance company.

3. A reduced paid up retirement income at 55.

If a member dies before his retirement income begins his beneficiary will receive his contributions to the Annuities Branch with 4 per cent interest annually, and those to the insurance company with credited interest.

In addition to its retirement income plan, the company also has free disability, life and health insurance.

Employment and industrial Statistics

The accompanying table contains the latest available statistics reflecting industrial conditions in Canada. Figures are shown for certain months in the current year as compared with the corresponding period in 1946.

Business activity was at a high level during June, according to available indicators. The upward trend of wholesale prices continued during the month. Employment was the highest ever recorded during the month of June. Per capita weekly earnings reflecting increases in wages and high employment, were at the highest level recorded since the record was begun in 1941. Railway traffic as indicated by carloadings was again heavy.

Employment and Earnings—The index of industrial employment, calculated by the Dominion Bureau of Statistics, stood at 184.5 at June 1 as compared with 179.6 at May 1 and 169.9 at June 1, 1946. Based on the 1926 average as 100, the index of 184.5 at June 1 was the highest in the record for the time of year and exceeded by 8.6 per cent that of 169.9 at June 1, 1946, at which time the situation was greatly affected by industrial disputes. A moderate increase in employment was reported in manufacturing. In the non-manufacturing group, there were large gains in mining, transportation, and construction. In mining, the settlement of the coal strike in Nova Scotia and New Brunswick and the partial resumption of operations contributed materially to the increase of employment in this class. Improvement was also recorded in logging, communications, hotels and restaurants and trade.

Reports from 17,696 employers showed combined staffs of 1,889,247 persons, an increase of 50,559 from the total reported at May 1. Payrolls distributed by the reporting firms at the beginning of June amounted to \$68,368,861, an increase of 3 per cent over the total reported at May 1. The weekly average per employee at the date under review was \$36, the highest in the past six years; at May 1, the figure was \$35.89. Per capita figures at June 1 in earlier years were: 1946, \$31.68; 1945, \$32.10; 1944, \$31.80; 1943, \$30.93; 1942, \$28.20 and 1941, \$25.25.

Prices—The general index of wholesale prices, based on the 1926 average as 100, was 127.8 in June as compared with 125.3 in May and 109.3 in June, 1946. The index of textile products advanced 7.2 points from 123.9 in May to 131.1 in June, due to increased prices for cotton thread, yarn and fabrics, raw wool

and wool cloth. The index of vegetable products moved from 111.4 in May to 111.8 in June while the index of animal products advanced 1.6 points in the same period, from 128.0 to 129.6. Increased prices for copper, lead, zinc and solder were reflected in the index of non-ferrous metals which rose from 115.1 to 116.9. The index of non-metallic minerals advanced from 111.4 to 113.0; iron products, from 133.7 to 134.8 and wood products, from 161.0 to 162.8. The index of producers' goods rose from 125.6 in May to 128.5 in June while the index of consumers' goods advanced from 112.5 to 116.5. The index of Canadian farm products showed an increase of 0.7 points, from 118.5 to 119.2.

The cost-of-living index, based on average prices for the years 1935 to 1939 as 100, rose from 134.9 on June 2 to 135.9 on July 2, when the index was 8.9 points higher than at the beginning of the year, and 10.8 points higher than on the corresponding date last year. The advance in the general index since August, 1939, was 34.8 per cent.

Five of the six component groups showed increases. The index for the food group rose from 157.7 on June 2 to 159.8 on July 2, and compares with 144.2 on the same date last year. Among the individual food items showing increases were butter, cheese, eggs, lamb, rice, cocoa, potatoes, marmalade and lemons.

The rentals index at 117.8 on July 2 was unchanged from the previous month but was 5.2 points higher than last year. The index for fuel and light advanced from 116.7 on June 2 to 117.3 when it was 10.1 points higher than at the beginning of July, 1946.

The clothing index rose to 143.2 on July 2 as compared with 142.4 on June 2 and 126.4 a year ago. The index of home furnishings and services was 142.5 as against 139.8 on June 2 and 125.1 last year while the index of miscellaneous items moved to 117.2 from 117.1 in the previous month and 113.7 at the beginning of July a year ago.

Job evaluation plan undertaken at Ingersoll-Rand

The Canadian Ingersoll-Rand Company, Limited has completed and effectuated a job evaluation scheme covering 325 different work classifications in its plant at Sherbrooke, Quebec. This scheme, which covered all hourly rated employees, evaluated the relative worth of the various occupations on the basis of weighted components of each occupation. A detailed description of each job was worked out and the value of the job, measured accordingly.

The plan was one which has been used extensively in Canada and the United States by the metal trade and heavy machinery industry. According to the standard practice of the plan, a complete description of each job was handed to each man and after receiving his approval, it was classified by a rating system to find its relative worth in the plant. This rating was determined by the use of a group of eleven weighted factors common to every job. These factors included education, experience, initiative and ingenuity, physical, mental or visual demands, responsibility for damage to equipment, responsibility for material or product, responsibility for safety of others, responsibility for the work of others, working conditions, and job hazards. After each job had been carefully analyzed and broken down into eleven factors, the scale of points for each factor was applied. The total number of points for each job gave that job its point rating. Following this, each job was placed in one of ten labour grades, according to the points allotted, and a wage scale was developed for each grade.

In order to insure that a just and fair wage was allotted to each grade, a survey of rates paid for comparable jobs in the community was made and a flexible wage scale was worked out for each labour grade. Necessary wage adjustments were made to bring each man into his proper bracket.

During the course of the survey a series of job evaluation bulletins were issued to the employees which traced each progressive step and outlined the general procedure of the plan. Examples of job descriptions and the method of grading each job were included in these bulletins to help the employee better understand what action was being taken. Meetings of shop foremen were also held at regular intervals to keep them informed of all developments so that they might be fully qualified to answer questions from the employees in their respective departments.

Labour conditions in Yellowknife, N.W.T., area

An investigation of labour conditions in the area of Yellowknife, Northwest Territories, was recently made by Mr. R. H. Hooper, Industrial Relations Officer, Department of Labour, who held discussions during June with employers and union spokesmen in the district.

Mr. Hooper reported on legislative problems relating to workmen's compensation, holidays with pay, hours of work and other matters. Conditions in the area are affected by the

great distance which separates Yellowknife from Edmonton, the nearest centre of population. Two of the largest mines have been organized, the workers being represented by Local 702, International Union of Mine, Mill and Smelter Workers. "Only a small proportion of the people to be found in the Yellowknife area at any given time can be regarded as residents," Mr. Hooper states. "When workers are required for a new mine development, a new industry, a construction project or a public service, they must as a general rule be secured from 'outside'". It is the practice for employers to engage workers through the Yellowknife and Edmonton offices of the Employment Service and to provide transportation by air from Edmonton. In some cases this transportation is provided free to the employee; but in the majority of cases, the cost is deducted from the employee's pay cheques over the first two, three or six months. Then, if the employee stays a stipulated length of time, or until the completion of the job for which he was engaged, this transportation cost is returned to him.

With respect to outward transportation, it is fairly general practice after a worker has worked a stipulated number of shifts, a stated number of months, a "reasonable" length of time, or until the completion of the job, for his employer to provide free transportation back to Edmonton.

A fair number of workers in the mining and construction industries in and around Yellowknife this summer have been university students seeking both money and experience to help them through their university courses during the coming winter.

Mr. Hooper recommends that the first step in regard to any legislative action that is contemplated should be the appointment of a board, representing employers and workers in the area with an impartial chairman, which could make proposals on the basis of a full knowledge of local conditions.

"Plant visit program" to improve service in employment office

With a view to providing an increasingly efficient service, the local employment office at Moncton, New Brunswick, has initiated what it terms a "plant visit program."

Administrative and technical officials of important industrial plants in the area give lectures to the employment office staff and other interested persons, regarding the jobs in the respective plants. The following day the members of the employment office staff who attended the lectures visit the plants and this

is followed by further lectures and explanations on what has been seen there.

Where a plant is too large to be visited in one day, visits are repeated. These visits provide an opportunity for selection officers to view job performance in the plant and for the preparation of job analyses by the Employer Relations staff in co-operation with officials of the firm concerned.

Programs of this kind tend to develop confidence in the local office on the part of the employer, and also insure the best possible quality of selection because of the knowledge of the job.

Potentialities of LMP committees

A bulletin (No. 2) issued in July by the Labour-Management Co-operation section of the Department of Labour is designed to focus attention on the manifold functions of Labour-Management Production Committees. It suggests that in too many instances the committees have failed to utilize their full potentialities.

Recommending that "the scope of the committees should embrace all problems falling within the general category of production, except those which are subjects of collective bargaining procedures, such as wages, hours, grievances, etc.", it enumerates specific relevant activities as follows: (1) improve efficiency; (2) increase production; (3) maintain high quality of output; (4) promote mutual understanding and confidence; (5) boost morale; (6) reduce accidents; (7) sponsor health and nutrition programs; (8) promote education, welfare and recreation; (9) reduce absenteeism and labour turnover; (10) conserve materials and equipment; (11) eliminate obsolete practices and unnecessary routines; (12) encourage suggestions; (13) facilitate the handling and storing of materials; (14) improve design and use of fixtures; (15) simplify routing of materials and products; (16) publicize the work of the committees.

CCL assails dual loyalty of Communist unions

The Canadian Congress of Labour declared in a news release on July 21, that "collusion between unions under Communist domination, both in the American

Federation of Labor and the Congress of Industrial Organizations, has been dealt a devastating blow by Philip Murray, President of the CIO, who in a letter to Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour, to which all CIO Unions in Canada

are affiliated, insisted that certain CIO Unions in Canada cease supporting the United Textile Workers of America (AFL), allegedly under Communist domination, and urged support of the Textile Workers' Union of America (CIO-CCL) in its efforts to organize the textile workers of your great country."

In a circular letter sent to all affiliates, President A. R. Mosher and Secretary-Treasurer Pat Conroy charged that the "obvious dual loyalty springs not from a desire to aid the organization of workers as such, but rather from political solidarity with those in control of the AFL Textile Workers' Union, and thereby ignores the basic loyalty of our affiliates to the Congress itself."

The officers stressed, however, that the action had in no way interfered with the Congress' aim to establish organic unity within the trade union movement. "On the contrary, unless these underhanded so-called 'United Fronts' on the basis of disloyalty to our Congress are halted immediately, they will grievously injure the opportunity for such organic unity between the different trade union centres in Canada."

Financial condition of British co-operatives

A report in the New York *Times* of July 9 quotes officials of the London Co-operative Society as saying that British co-operatives are in "an extremely strong financial position." It is asserted that "if free markets prevailed they could spend many millions on badly needed goods." The London Co-operative Society claims to be "the largest in the world with an annual trade of \$100,000,000." It is pointed out that it is one of the five co-operative societies in Metropolitan London and serves nearly 2,000,000 people. It has a capital of \$72,000,000. However, "about half of this amount," it was said, "is idle in the banks, because of lack of goods to purchase."

AFL approves consumers' co-operatives

Asserting that "an orderly downward readjustment of prices and an increase in consumers' buying power are essential if 'full production' and 'full employment' are to be maintained," the AFL *Labor's Monthly Survey* for July, claims that "by organizing as consumers in co-operatives, we can mobilize our buying power to achieve these goals."

Concluding its analysis of current prices, jobs and living standards, the bulletin states that "almost every AFL member (in the

United States) spends at least \$800 a year a year on living necessities. These dollars spent in co-operative stores, will fight for fair prices and good quality. Over 7,500,000 members, buying in consumer co-operatives and saving in credit unions can be an immense power for good."

Workmen's compensation laws expanded in U.S.A.

The United States Department of Labour's publication *Labour Information Bulletin* reports in the July issue that workmen's compensation in twenty-five states has been greatly strengthened by laws passed so far this year. Occupational disease laws were enacted for the first time in Iowa, Nevada, South Dakota, Tennessee and Texas, making a total of thirty-eight states with such protection. Second injury funds were established in South Dakota, Vermont and West Virginia, bringing to a total of thirty-five the states now having such funds. Complete re-enactment of the Nevada compensation law, putting it on a compulsory rather than elective basis, makes a total of twenty-one states that now have compulsory compensation laws. Increased benefits were provided in several states. Colorado raised the amount of its disability and death benefits. Delaware provided for compensation payment during the entire period of total disability rather than for 500 weeks. Maryland provided for compensation in death cases for 500 weeks. In Rhode Island the daily allowance for hospital care was raised from \$4.50 to \$8. Other states that improved their benefit provisions were Kansas, Montana, Nevada, New Mexico, North Carolina, Oregon, South Dakota, Texas, Vermont, Virginia, Washington and Wyoming.

Group insurance coverage in U.S.A.

The Life Insurance Association of America announces that group insurance and annuity policies covering 46,950,000 workers were in force in the United States on January 1, representing an increase of 9,750,000 or 26 per cent over the preceding year. Premiums on these policies in 1946 totalled \$917 million, a rise of nearly \$90 million over 1945.

New agreements signed in U.S. coal mines

Collective agreements, providing what newspaper accounts declared to be the most far-reaching benefits yet received by coal miners in the United States, have been concluded between the United Mine Workers and the

operators of the nation's bituminous and anthracite mines. Signed on July 8 for northern and midwestern bituminous mines the agreed upon terms of the contract were subsequently accepted for the remainder of the soft coal industry and for the anthracite mines. It replaced the agreements which were in force during the period of the mines' operation by the Federal Government.

The chief terms of the agreement were reported in the *New York Times* as follows:—

1. *Wages and Hours:* Wages are increased from \$11.85 to \$13.05 a day. Hours are cut from nine to eight a day at straight time for a five-day week, with a sixth day at overtime left to the option of the producer. The eight hours include an hour of travel time and a paid lunch period of a half-hour, instead of fifteen minutes as under the former contract. With the pay rise and reduction in hours, the hourly wage rate is increased from \$1.185 to \$1.63, a gain of \$.445. Under the new provisions weekly earnings for forty hours will be \$65.25.

2. *Health and Welfare Fund:* The royalty on tonnage for the union's health and retirement fund is raised from 5 cents to 10 cents a ton. A new board to administer the fund is created, representing the operators, the union and the public. John L. Lewis will be chairman; Ezra Van Horn, of Cleveland, will represent the industry; and Thomas Murray, New York financier, will be the third, neutral, member. The new levy is expected to yield at least \$50 million a year. The fund so far accumulated, which is transferred to the new board, amounts to \$25 million.

3. *Vacations:* An annual vacation from June 26 to July 5, 1948, is provided, together with payment of \$100, to be prorated for miners not employed a full year.

4. *"Escape" Clause:* The contract is to be effective as long as persons covered "are able and willing to work." By means of this clause the union will avoid penalties for unauthorized stoppages and so be spared from one restrictive effect of the Taft-Hartley law—the bringing against it of civil suits for stoppages in violation of contract. The contract also provides for exclusive machinery for settlement of disputes, a clause also aimed at freeing the union from the jurisdiction of the National Labour Relations Board under the new labour law.

5. *Mine Safety:* The new agreement incorporates the federal mine safety code which was provided in the government contract and creates a joint operator-union board to review and revise the code.

6. *Union Shop and Check-off:* The union continues to be recognized as exclusive bargaining agent and under it all production employees are obliged to join the union. The union is authorized to check off union dues, fees and assessments.

The operators estimated that the agreement would lift coal prices about \$1 a ton, while the union set the increased cost of coal at 67 cents. Price rises in steel and resulting advances in prices of other commodities were considered possible.

Clothing workers receive simultaneous vacation period in U.S.A.

The Amalgamated Clothing Workers (CIO) and employers in the men's and boy's clothing industry have by agreement joined other firms and industries in the practice of providing simultaneous vacations (L.G., July, 1947, p. 914) for the industry's employees. Manufacture of men's and boy's clothing throughout the country was halted for two weeks (from July 3 to July 14) during which time 150,000 members of the union went on vacation. Vacation pay was computed on the basis of a full 40-hour week at the hourly rate which prevailed during the best week of the manufacturing season just ended.

In the following two weeks 200,000 members of the Amalgamated Clothing Workers, in allied industries, received simultaneous vacations.

UMW supervisory employees' union dissolved in U.S.A.

The United Clerical, Technical and Supervisory Employees of America, an affiliate of District 50, United Mine Workers (AFL), has ordered the dissolution of all its locals, with a membership totalling 30,000. Under the Taft-Hartley law (L.G., July, 1947, p. 943) supervisory employees may join unions but an employer is free to bargain with them or not, as he chooses. The District 50 affiliate is dissolving because for the duration of the current miners' contract, John L. Lewis, UMW president, has waived the right to bargain for supervisors and bosses. Fire and weigh bosses and inspectors who were in the District 50 union will join the UMW with the rank-and-file members.

Foremen's strike at Ford ends

The strike of foremen at the Ford Motor Company, Detroit, which began on May 21 and originally involved 3,800, ended on July 7, with the men back at their jobs and their demands not achieved. Previously, the

company had notified the independent Foreman's Association of America that it was no longer recognized as bargaining agent of the company's supervisory employees and that the company believes "management unions are unsound in principle and unworkable in practice." The management has, however, promised that no discrimination will be exercised against the strikers. The FAA was first recognized by Ford in May, 1944. The only automotive company under contract with the FAA is now the Kaiser-Frazer Corporation.

Work stoppages increased in five countries in 1946

Work stoppages arising out of industrial disputes in 1946 exceeded the 1945 total in five out of nine countries surveyed in a recent International Labour Office analysis.

The countries showing an increase are the United States, Canada, Argentina, Ireland and Switzerland. In Great Britain, Finland and New Zealand there were fewer stoppages in 1946 than in 1945, and in the ninth country included in the survey—Czechoslovakia—no strikes or lockouts were reported.

The analysis shows the number of strikes and lockouts, the number of workers affected and the number of working days lost. It does not differentiate between strikes and lockouts, since the distinction is not observed in the published data of many countries.

The survey does not compare directly the total of working days lost with the total of days worked. The days lost, however, represent only a small fraction of one per cent of the total of days worked in each country.

In the United States, the total number of work stoppages in 1946 reached a new high of 4,985, slightly more than the previous peak in 1944. This compares with 4,750 stoppages in 1945. Approximately 4,600,000 workers were directly involved in the 1946 stoppages—a larger number than in any previous year on record and a jump of more than 1,000,000 over 1945. Total number of working days lost through industrial disputes in 1946—116,000,000

—tripled the 1945 figure. More than half the 1946 disputes were in the manufacturing industries.

In Ireland, there were 105 stoppages in 1946, compared to 87 in 1945. Almost 11,000 workers were directly involved in the 1946 disputes, while slightly fewer than 9,000 were affected during 1945. Working days lost were almost halved—150,000 in 1946—as compared to 244,000 in the previous year.

In Canada, the movement was similar to that of the United States. In 1946, there were 228 stoppages, an increase of 31 over the previous year, with a total of 139,474 workers involved in 1946 as against 43,000 in 1945. More than 4,500,000 working days were lost in 1946, more than three times the figure of 1945. By far the greatest number of disputes, workers involved and days lost were in the manufacturing industries (L.G., March, 1947, p. 421).

The figures for Argentina, covering only Buenos Aires, show the number of work stoppages in 1946 to have trebled the 1945 total, while the total number of workers involved was seven times higher than in the previous year. Working days lost through strikes were almost four times greater in 1946 than in 1945.

In Switzerland, the number of disputes in 1946 increased over the previous year, the total number of workers directly involved and the total number of working days lost rising to five times the 1945 totals.

In Great Britain, including Northern Ireland, the total of work stoppages decreased slightly, the statistics showing 2,191 disputes in 1946 as against 2,293 in 1945. The total of workers directly involved was 6,000 fewer than in 1945, while the total of working days lost was nearly 700,000 below the previous year.

In Finland, the total number of disputes and workers directly involved in 1946 fell to one-third of the 1945 totals.

In New Zealand, the total number of disputes, workers directly involved and working days lost during 1946 were approximately one-half those of 1945.

Proceedings of House of Commons Industrial Relations Committee

Committee Hears Evidence on Bill to Replace Wartime Labour Relations Regulations and Industrial Disputes Investigation Act

ON June 30 the House of Commons Standing Committee on Industrial Relations commenced hearings on Bill No. 338, to provide for the investigation, conciliation and settlement of industrial disputes.

The bill—the summary and text of which was published in last month's issue of the *LABOUR GAZETTE*, when introduced in the House by Honourable Humphrey Mitchell, Minister of Labour, on June 17—was scheduled for promulgation during the past session. On July 4, however, the Prime Minister announced that further action on the measure would be held over until the following session to give the Committee ample time to carefully study the evidence.

From June 30 until Parliament prorogued on July 17, the Committee held daily sessions at which the representations of organized labour, employers and other interested parties on the provisions of the bill were heard. Among the organizations which presented

briefs were: The Canadian Bar Association, the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, the Railway Association of Canada, the Canadian Construction Association, the Trades and Labour Congress, the Canadian Congress of Labour, the Canadian Brotherhood of Railway Employees, the Canadian and Catholic Confederation of Labour, and the Canadian Federation of Labour.

The composition of the Committee was as follows: Mr. M. Lalonde, Chairman, Mr. D. Croll, Vice-Chairman, Hon. Humphrey Mitchell and Members Adamson, Archibald, Baker, Beaudoin, Beaudry Black (Cumberland), Blackmore, Boivin, Case, Charlton, Cote (Verdun), Gauthier (Nipissing), Gibson (Comox-Alberni), Gillis, Homuth, Johnston, Jutras, Knowles, Lafontaine, Lapalme, Lockhart, MacInnis, McIvor, Maloney, Maybank, Merritt, Raymond (Beauharnois-Laprairie), Ross (Hamilton East), Sinclair (Vancouver North), Skey, Smith (Calgary West), Viau.

Summary of Submissions

Statement of Mr. Lee A. Kelley, K.C., Law Society of Upper Canada

The first witness to appear before the Committee was Mr. Lee A. Kelley, K.C., representing the Law Society of Upper Canada. Mr. Kelley, in a prepared statement, which he said, was fully supported by the Canadian Bar Association, strongly opposed the restriction of "the traditional right of barristers to appear before any judicial or quasi-judicial body, a right which the bar has always claimed. Perhaps equally important to the public", he added is the right related to that, which is also our claim, that the public should be entitled if they see fit to have representations made through counsel. It has always been the traditional right of the public to have representation by counsel on such occasions if they so desire, but by the provisions contained in section 32, subsection (8), of the draft bill, they are deprived of that right. You have taken away from them a right which has been recognized as a right of the public, one might almost say from time immemorial; a fundamental right, and by

this clause it means they are barred from the benefit of counsel through the medium of legislation."

Such a restriction, the witness contended, would operate disadvantageously to smaller organizations by debarring them from having evidence properly prepared and presented before conciliation boards. Larger organizations able to call upon "expensive" expert assistance, other than lawyers, would thus secure important advantages, he alleged.

Another point raised in the statement was the possibility of professional abuse resulting from the prohibition of the use of counsel in labour disputes. Disbarred lawyers and experts in other fields could legally contribute their services to clients engaged in conciliation proceedings while lawyers in good standing were alone barred, the statement maintained.

Submission of Mr. Pat Conroy, Canadian Congress of Labour

The brief prepared by the Canadian Congress of Labour was read by Mr. Pat Conroy,

Secretary-Treasurer. It opened by approving certain of the draft bill's provisions as distinct advances over P.C. 1003. These were: "the statutory provision for equal representation of labour and employers on the Labour Relations Board; the certification of unions instead of individuals; the new definition of employee, which appears to settle the vexatious and contentious question of what constitutes a confidential employee for purposes of collective bargaining; and the omission of the word 'lawful' from section 3, which would otherwise be almost meaningless."

It declared, however, that a great many provisions were open to serious objection including the bill's "unnecessarily" limited coverage, the contemplated period of conciliation during which strikes would be prohibited and the extension of legal entity to trade unions for purposes of prosecution under the proposed measure.

The Congress declared that one of the bill's most serious defects was its failure to provide machinery for dealing with nation-wide disputes which "concern Canada as a whole." Section 62, providing for co-operative arrangements with the provinces was held inadequate. "A great national emergency would have to be dealt with by two, three, four, perhaps seven or eight provincial governments, under widely varying legislation, with the national government a helpless spectator."

The brief recommended that failure or refusal to bargain collectively be made an unfair labour practice and claimed that section 9 (3) (a) as drawn up permitted a single employer to veto collective bargaining when it extended beyond his own plant. Strong objection was expressed to the section which gave the National Labour Relations Board the authority to revoke certification when it considered the bargaining agency no longer possessed a majority of the employees in a particular unit. This provision, the Congress stated "will operate as an invitation to unscrupulous employers to meet a certified union's notice to negotiate with a claim that since the certification proceedings commenced the union has lost its majority; or else, to dilly-dally along with negotiations for some weeks or months and then claim that the union has lost its majority, and that therefore its certification should be revoked."

The length of time involved in conciliation procedures was declared to be too long. Similarly the prohibition of taking a strike-vote until 14 days after receipt of Conciliation Board's recommendations by the Minister of Labour was held to be unduly restrictive to the rights of trade unions.

"The Congress submits also that there should be no prohibition of a strike vote during the period of conciliation. The employer does not have to take a vote of his shareholders before declaring a lockout; he can therefore make all the necessary preparations for a lockout while conciliation is going on. A well-conducted democratic union, such as most Canadian unions are, cannot undertake a strike at all without a vote of its members; under this bill, it would be prohibited from making any preparations for a strike while conciliation was going on, though the employer could go merrily ahead making all the preparations he liked. The union would be penalized for adhering to democracy, and the inevitable effect would be to encourage unions to declare or authorize strikes without strike votes. This, surely, can hardly be considered sound public policy.

"Section 45 provides that, for purposes of a prosecution under this act, a union shall be deemed a person, and any act or thing done or omitted by an officer or agent of a union within the scope of his authority to act on behalf of the union shall be deemed to be an act or thing done or omitted by the union. One serious objection to this is that many unions engage in many activities besides collective bargaining, and accumulate funds earmarked for these various activities; and that under this section all these funds could be levied upon to pay fines for breaches of the Act.

"Another objection is that the term 'agent of a trade union' is not defined, and would presumably be subject to judicial interpretation; and the union might find itself called on to pay fines for acts of someone whose actions it had not authorized or even approved, actions of which it might entirely disapprove, actions of someone who, in the union's own opinion, was acting altogether beyond the scope of his authority. The law of agency was not developed for dealing with trade unions; its application to unions, the Congress understands, is by no means simple. It is possible that this section should be qualified by some such words as those of section 1 of the British Columbia Trade-Unions Act, which provides that no union shall be liable in damages for any wrongful act in connection with a trade dispute unless the members or the council, committee or other governing body, acting within the authority given it by the union constitution and by-laws, or in accordance with resolutions or directions of the members resident in the locality, have authorized or been a concurring party in such wrongful act.

"The Congress is advised that the indirect effect of this section and section 41 (3) and

(4) may be to make unions suable in damages in a civil court, as in the famous Taff Vale case in England.

"Is a national or international union or a central labour body to be held responsible for every act of any local 'agent' which a judge or magistrate considers to have been done within the scope of his authority? If so, we may get some very queer and unexpected results; and great national and international organizations of the most unimpeachable respectability may find themselves crippled."

Continuing Mr. Conroy enunciated the Congress' demand for legislative safeguards of trade unionism.

"The sole method of enforcement under this bill," the brief stated, "is by summary conviction. This means that offences will be dealt with in police courts by magistrates and justices of the peace. Magistrates and justices of the peace and judges generally are, as a rule, unfamiliar with industrial relations. This method of enforcement also involves considerable delay and infinite possibilities of raising technical points."

"The Congress feels that enforcement of the Act should be the responsibility of the Labour Relations Board. The method should be the filing of a mandatory order of the board with the appropriate court, and violations should be punishable as contempt of court. The enforcement should be swift and as nearly automatic as possible, and the penalties should be severe.

"If, however, the police court method is to be retained, the penalties should be revised.

"Section 40 (1) and (3), and section 42 place unions and corporations on the same footing as to fines, which is an absurdity. A fine of \$150 per day might mean a great deal to many unions in Canada, but there are many companies for which this would be a trifling penalty.

"Section 40 provides for back pay for employees suspended, transferred, laid off or discharged contrary to section 4, but does not provide for reinstatement. The Congress submits that this is a serious omission which should be repaired."

The concluding paragraphs in the Canadian Congress of Labour submission dealt with the lack of uniformity of labour legislation in the provinces and offered several proposals for overcoming it. Briefly, the alternatives suggested were as follows:—

1. Parliament to pass a labour act applying to all industry in the country and rely on the recent decision of the Privy Council in the Canada Temperance Act case for its validity. This would give Parliament power to legislate on any matter of interest to the country as a whole.

2. Amend section 91 of the B.N.A. Act, to give the Dominion jurisdiction over "labour relations", which at present belong to the provinces.

3. Amend section 95 of the B.N.A. Act to give the Dominion, as well as the provinces authority in labour relations.

4. Ask the British Parliament to pass a B.N.A. Act interpretation act to correct misconstruction of the Constitution by the Privy Council. "It has been claimed by some constitutional lawyers that the scheme of Federal and provincial jurisdictions planned by the Fathers of Confederation has been completely wrecked by Privy Council decisions."

A fifth suggestion offered by the C.C.L. was that Parliament make use of section 94 of the Constitution which gives the Dominion authority to make provision for the uniformity of all laws relative to property and civil rights in provinces other than Quebec.

Submission of Mr. Percy R. Bengough, Trades and Labour Congress of Canada

In conveying to the Committee the views of the Trades and Labour Congress of Canada in respect to Bill 338, President Percy R. Bengough stated that his organization considered the Bill "a step in the right direction" and accepted it as "worthy of enactment." (Mr. Bengough's statement on the attitude of the T.L.C. towards the proposed measure also appears in last month's issue of the LABOUR GAZETTE.)

Mr. Bengough testified that while his organization believed that "one of the first steps towards national unity is uniform labour and social laws throughout the Dominion" it was realized that the Dominion Government did not yet possess the necessary jurisdiction to formulate such legislation. It was in view of this limited authority and in consequence of the number of changes to P.C. 1003 which were incorporated in the proposed bill at the request of the Congress that approbation was extended. Mr. Bengough informed the Committee.

Mr. Bengough supported the clause restricting legal aid in collective bargaining.

"The Trades and Labour Congress of Canada," he said, "has the highest regard for our friends in the legal fraternity. We give them credit in the strong trade union with real closed shop conditions that they have built and maintained, but we are strongly of the opinion that in the field of labour relations that legal training has proved itself more of a detriment than an asset."

Another clause singled out for elaboration was section 8 dealing with certification of craft or skilled groups in an establishment. "Regard-

ing section 8, this is designed to give recognition to groups of employees who belong to a craft or group exercising technical skills by reason of which they are distinguishable from the employees as a whole, and who are members of a trade union of their craft. There is apparently a wrong impression in some industrial union quarters that this provision is a menace to such organizations. The fact remains that a similar provision has been retained in the British Columbia Act respecting the right of employees to organize and providing for conciliation and arbitration of industrial disputes for the last ten years. In operation it has not hindered labour organizations formed and operated on industrial lines, and has been of benefit to the established craft unions."

During the questioning which followed his submission, Mr. Bengough declared that the Trades and Labour Congress would definitely favour amending the British North America Act so as to permit the enactment of uniform labour and social legislation.

Statement of Mr. Gerard Picard, Canadian and Catholic Confederation of Labour

Mr. Gerard Picard, president of the Canadian and Catholic Confederation of Labour, said in a statement submitted to the Committee that "the piece of industrial legislation presented in the House of Commons at Ottawa is without doubt the most progressive to date."

In commending the labour bill, Mr. Picard suggested that the Minister of Justice should study it "to amend the Criminal Code regarding strikes and picketing".

"Even if this proposed law does not entirely meet with the views of Canadian union members, it marks a sensible improvement over the Wartime National Labour Code; it is superior to the United States' legislation, and it contains a good number of points which could profitably inspire the provincial government of Quebec," the Confederation head added.

Although of limited jurisdiction, the suggested Canadian board of labour relations would be of much use if it established labour legislation to guide the provincial labour courts, Mr. Picard said.

Mr. A. R. Mosher, President, Canadian Congress of Labour

Mr. A. R. Mosher, President of the Canadian Congress of Labour and National President of the Canadian Brotherhood of Railway Employees and Other Transport Workers, read the brief of the latter organization with respect to Bill No. 338.

Concerning application the Brotherhood stated "our principal contention has always been that the parliament of Canada should assume exclusive jurisdiction in the field of labour legislation. We feel that Bill No. 338 is a 'National' Labour Code in name only. The arguments in favour of truly national legislation in labour matters have already been urged upon this committee. If we are ever to have any uniformity of labour legislation in Canada, we believe that the Dominion Government will have to assume jurisdiction.

"It is to be hoped that parliament will recognize its national responsibility and act accordingly by making the necessary constitutional amendments."

The brief held the bill's definition of "employee" an improvement over the definition in P.C. 1003 but contended that it appears to be designed to exclude foremen as "managers" or "superintendents." "There is no logical reason for such an exclusion.

"There are sufficient cogent arguments... to justify the inclusion of foremen and supervisory employees in Bill No. 338, unless they are employed in positions where they are entrusted with confidential information concerning an employers' labour relations policy.

"It is suggested, therefore, that 'employee' should be defined as follows:

(I) 'employee' means a person employed to do skilled or unskilled manual, clerical or technical work, but does not include:

(1) a person who, in the opinion of the board, is entrusted with confidential information concerning his employer's policies or practices respecting the relations between the employer and his employees;

(2) a member of the medical, dental, architectural or legal profession qualified to practice under the laws of a province and employed in that capacity."

"Section 8 provides that upon proof of the existence of a craft unit and majority membership therein, the unit 'shall be entitled' to certification. In this respect, this section continues the objectionable provision of section 5(4) of P.C. 1003; in fact, it is more specific than before in that it ensures automatic certification if majority membership in a craft unit can be proven. This can only lead to instability in labour relations. Many establishments are represented, for collective purposes, by industrial unions. This section can be the cause of much inter-union rivalry in the future."

"Sections 39 to 46: These are the 'enforcement' provisions of the Act. Provision is made for punishment of offences by 'summary conviction', thereby giving jurisdiction in these

matters to police magistrates and to justices of the peace. It is submitted that the police court is not the proper forum for the disposition of matters involving industrial relations. A much more intelligent and broader approach to the issues will be available if these matters are heard by the labour relations board. The board should be given the responsibility for determination of offences under the Act."

"Sections 41 and 45: The Brotherhood takes strong objection to these sections which have the effect of making a trade union 'a person' for the purpose of its being prosecuted. Once this principle is established by legislation, the next steps will be to make trade unions suable in civil actions. The principle herein contained strikes at the fundamental concept of trade unionism, namely that it is a voluntary association of workers to which there should not be attached the same degree of liability as in the case of a corporation. For all practical purposes, section 45 has substantially the same effect as if compulsory incorporation had been provided for."

Statement of Mr. W. T. Burford, Canadian Federation of Labour

Mr. W. T. Burford, Secretary-Treasurer, Canadian Federation of Labour, in his appearance before the committee stated that "on the general question of this legislation while we recognize that the government and parliament are doing the best they can to implement the desires of what they conceive to be the bulk of the organized workers, and while I think this present legislation represents a commendable effort in that direction, without stressing too much what we conceive to be its inequalities and anomalies we are not enamoured of this type of legislation at all which we regard as an effort to impose police direction upon labour organizations."

Mr. Burford upheld the practice of regulation of labour affairs by a system of codes, extending throughout an industry or occupational group conditions voluntarily arrived at by a large proportion of the workers and important employers, as superior to legislative imposition.

Submission of Canadian Chamber of Commerce

The first spokesman for management to be heard by the Committee was Mr. W. J. Sheridan, Manager of the Economic Development Branch of the Canadian Chamber of Commerce. In the main Mr. Sheridan's criticism centred upon what was claimed to be the bill's failure to impose upon trade unions legal responsibilities commensurate with their present day power and privileges. Mr. Sheridan outlined certain adjustments to the

bill, as brought forth, which the Chamber of Commerce considered would serve to equalize "the rights and responsibilities of employees and employers which are essential to the orderly conduct of labour relations."

These in brief were: That the right of persons to abstain from joining employee or employer organizations be guaranteed.

That mass picketing to prevent entry or leaving a plant, and the secondary boycott, be prohibited.

That an employer's legal rights to change conditions of employment where a collective agreement is not in force not be curtailed.

That the right to strike be further regulated, for example, by prohibiting the sympathetic strike and by requiring a properly supervised and secret ballot after the expiry of a "cooling off" period.

That trade unions, on application for certification, be required to provide statutory information. In addition, trade unions should be required to furnish members with annual financial statements.

That prior approval of the Minister of Labour should not be required to institute prosecutions.

That safeguards to restrict the powers and operations of the proposed Canada Labour Relations Board, including an appeal to the courts, be established.

Brief of Canadian Manufacturers' Association

Appearing for the Canadian Manufacturers' Association, Mr. O. H. Barret, of the Association's Committees on Legislation and Industrial Relations placed strong emphasis upon the concept of equated responsibility as between trade unions and employers in collective bargaining.

"Bargaining between one party who is legally responsible and another party who is not can never be satisfactory," he stated. "Collective bargaining should be made a two-way street; in other words, the right conceded by the employer to the union should be balanced by equally effective rights conceded by the union to the employer."

"It should be made clear that, in the Association's view, the principle of equality before the law really requires that trade unions should be made legally responsible through incorporation."

"It recognizes, however, that such a provision does not come within the scope of a bill which deals with collective bargaining and conciliation, and submits that consideration should be given to the introduction of separate legislation designed to achieve this object."

Following up the suggestion in respect to registration, the Association recommended that a new section 3A should be added to the act which would require that every trade union or union subject to the act should forthwith register with the Department of Labour and that no registration should be permitted unless the union maintained an office or resident agent in Canada.

"This suggestion," the brief pointed out, "implements a proposal contained in the opening remarks of the submission. At present, it is often extremely difficult to obtain any reliable information regarding trade unions and their officials. It is intended by recommending registration to secure some measure of definiteness and responsibility with respect to trade unions. This would give the Department of Labour, employers and the public, some information about trade unions. It is particularly desirable to ascertain with whom he is dealing."

Among the suggested changes recommended by the Association were the following:—

Addition of a subsection which would make illegal "slowdowns" or other "unfair labour practice."

Addition of a subsection which would prevent issuing of pamphlets, bulletins, etc., relating to any terms and conditions of employment with an employer without the date of issue and the name and address of the issuer of the bulletin, etc., being shown. It was submitted that this was essential in order to prevent "the issuing and distribution of anonymous bulletins which may contain misstatements of fact, and even libels."

Addition of a subsection to the effect that "no trade union shall authorize, declare, participate in, condone, support or in any way encourage its members to participate in, con-

done or support a sympathy strike or a secondary boycott."

Addition of a new subsection to the effect that no trade union should authorize or declare a strike unless the majority of the employees in the bargaining unit had expressed a desire to strike in secret ballot . . . not earlier than the day following the date of the decision of the conciliation board.

Mr. Pat Conroy when queried by the Committee, the following day, on the Association's suggestion of incorporating trade unions told the Committee that "incorporation of trade unions would lead to more disputes and a greater disharmony in industrial relations than any other thing that I know of."

"The net result of that (incorporation) would be complete industrial chaos . . .

"Why should unions be forced to incorporate when employers are not compelled to incorporate? It is still optional with employers. That is one question employers have not chosen to answer.

"At what point should a union be forced to incorporate? Before it starts organizing? Before it signs its first contract? Would a charter be granted on mere application or would the government or a government department have discretion to grant or refuse, and thus to prevent a trade union from functioning even under incorporation? . . .

"While great responsibility is required in the trade union field, as in all other fields—and I suggest the House of Commons as well—basic to more responsibility is more wisdom on the part of employers and trade unions, and the responsibility will follow.

"Incorporation will not generate great wisdom; it will only dislocate what may be developing good relationship and makes the effect worse than the cause."

Evidence Presented before Senate Standing Committee on Immigration and Labour

Report of Committee Favours Selective Immigration

CONTINUING its studies of Canada's immigration problems (L.G., June, 1947, p. 779) the Senate's Standing Committee on Immigration conducted further hearings during June. Leaders in such fields as transportation and national and civic government, as well as students of ethnic and refugee problems appeared as witnesses. The Committee subsequently submitted a report, which was adopted by the Senate on July 15, and which is summarized at the conclusion of this article.

Authorities on transportation who presented statements were: Mr. S. W. Fairweather, Vice-President of Research and Development, Canadian National Railways; Mr. J. S. McGowan, Director, Department of Colonization and Agriculture, Canadian National Railways; and Mr. M. W. Maxwell, Chief of Development, Canadian National Railways.

Mr. S. W. Fairweather, Vice-President of Research and Development, C.N.R.

Speaking from the standpoint of the railways, Mr. Fairweather drew attention to the effect of increased mechanization and improved techniques in augmenting production per capita in agriculture and the other extractive industries. He asserted that "in the primary and extractive industries we (Canada) probably produce as much per capita as any country in the world.... One of the results is to produce a condition which is the equivalent of immigration at the rate of about 250,000 people per year." Asked for an explanation of this statement, he said: "every year 250,000 people in Canada have to look for new jobs. This is the result of technological improvement." He continued: "fortunately our technological advances and our general fertility are capable of absorbing that number without decreasing our standard of living. On the average we do find employment for them and our standard of living has been going up from year to year."

Mr. Fairweather pointed out that "the railways' interest in immigration lies in the prospect of increased gross and net revenue. The railway can have little interest in immigrants who would carry on at subsistence level." He stated that "the average per capita gross earnings of Canadian railways lies between \$50

and \$70 per year, of which \$10 to \$15 remains after payment of operating expenses. Inferentially," he continued, "immigration leads to increased business activity and more traffic for the railway. More traffic, however, under average conditions, means that more capital must be invested in the railway for additional equipment, additional facilities and possibly for branch line extensions. These economic factors," he declared, "set limits to the value of immigration to the railways, because if it is assumed that the average immigrant is as productive as the average Canadian, the amount of capital which the railway could justifiably spend per immigrant is \$150 to \$175. If more than this amount is expended, the railway industry would be adversely affected."

Mr. J. S. McGowan, Director, Department of Colonization and Agriculture, C.N.R.

At the outset, Mr. McGowan sketched briefly the statement that he had made before the Committee during the 1946 hearings. Proceeding he said: "There are many good immigrants from the British Isles and other countries in Europe applying for admission. A statement issued (in British newspapers) in October of last year showed that 150,000 people in the British Isles had registered their intention of coming to Canada." He added, however, that his department (Colonization and Agriculture C.N.R.) "was able to secure shipping space for about 200 British immigrants" in the last few months of 1946. As an illustration of the type of British immigrant seeking admission to Canada at this time, Mr. McGowan stated that the group of 200 "had capital to the extent of approximately half a million dollars." He stated, however, that at the present time, British immigrants are allowed to bring out only £5,000 over a period of four years. In his opinion "under present Canadian Government regulations, we could bring in a reasonable number of new people," but "this prospective movement is severely restricted by the lack of shipping accommodation and the regulations in some countries covering the transfer of capital."

Concerning the problem of meeting present-day conditions, Mr. McGowan suggested that the Committee give "particular attention" to securing additional shipping facilities. He declared that this phase "required closest study if an immigration movement for next year of any consequence is to be developed to meet the productive needs of this country."

Dealing with the question of long-range policy, Mr. McGowan declared that it called for "the widest possible study and complete understanding of the value of the immigrant in our economy." He asserted that "the unemployment and overproduction of the '30's still seem to dominate our approach to this question," but, he continued, history proves that "as each wave of new immigrants reached our shores, new developments took place providing more and greater opportunities for our own people." He referred approvingly in this regard to the evidence presented to the Committee by Mr. Pat Conroy of the Canadian Congress of Labour, with respect to the sentiment of the people of Canada favouring a larger population. "We have this extremely large country with virtually only a handful of people inside it; and because of the uncertain world situation many of us are worried lest if we do not look after our heritage we may lose it."

However, Mr. McGowan emphasized the need that exists for clarifying and determining the question of how many people Canada can absorb. He declared that "to develop a long-term constructive policy, public opinion must stem from a deep conviction that increased population is vital and necessary to the future welfare of our people and our country." Continuing, he said, "it is difficult to believe that in this new world that has become so small, we can refuse to share some of our living room and at the same time expect to trade freely with those countries that have a surplus of people . . . In any consideration of a long-range program, in any examination, any analysis of our position today, if it be practical and thorough, we are forced to the conclusion that our future is dependent to a very great extent on what our immigration policy will be."

After analysing briefly, certain recent Canadian vital statistics, especially as they are related to the basic industries of agriculture, mining and lumbering and "the general labour picture," Mr. McGowan emphasized the following points: "(1) Our whole post-war policy of reconstruction is dependent to a great extent on an adequate labour supply; (2) available capital for the extension of our mining industry and other new developments

cannot be utilized fully as long as the shortage lasts; (3) if development and production in our primary industries are restricted due to labour supply, employment and business in our secondary industries will be restricted likewise." It was his opinion that "we still have a long way to go in the development of our farm lands, and in the more efficient use of the lands presently occupied, apart altogether from the settlement of our new lands." He continued "we do know that in the years ahead much resettlement will have to be carried out in our older settled areas and most of this will have to be done by immigrant farm settlers."

Mr. McGowan declared that he was "strongly in favour" of admitting relatives of Canadians and felt that in that connection, "we can be reasonably generous in our application of rules and regulations." Especially in connection with "displaced persons," he felt that "anything we can do to meet this immediate problem will reflect greatly to the credit of our country and benefit us more than those who receive a welcome at our hands." He asserted also, that "we should not restrict our immigrants to unskilled labour and those for settlement on the land. Industrially we are young and the admission of people with skills and new techniques should be very helpful in our progress." He pointed out that because of comparatively small population, the opportunities for men trained in our universities are restricted and many of them migrate elsewhere. He thought that more might be done to develop a counter movement of immigrants from the United States "to help balance our loss."

In conclusion, Mr. McGowan asserted that "our planning must take into consideration the question of a permanent shipping service to meet the needs of this country in immigration, tourists and trade." Speaking for his own Department of the Canadian National Railways he stated that "with a well trained, experienced staff, some with more than 25 years experience, we are prepared to do our share in developing and maintaining a constructive immigration movement."

*Dr. B. K. Sandwell, Honorary Chairman,
Canadian National Committee on
Refugees*

Speaking for the Canadian National Committee on Refugees, Dr. B. K. Sandwell, pointed out that the problems of displaced persons in Europe are of immediate importance and had little to do with any long-term immigration policy that may be decided upon.

He quoted a portion of the definition of displaced persons contained in the constitution of the International Refugee Organization as follows:

"Members who will not be the concern of the organization—

- (1) War criminals, quislings and traitors.
- (2) Any other person who can be shown (a) to have assisted the enemy in persecuting the civilian population of countries members of the United Nations, or (b) to have voluntarily assisted the enemy forces since the outbreak of the second world war in their operations against the United Nations."

"All such persons," Dr. Sandwell said, "are automatically out of the category of displaced persons...." On the other hand, the Refugee Organization asked the assistance of the Senate Standing Committee on Immigration "in making it easier to bring to this country displaced persons without reference to their occupational class... without any attempt to distinguish between labour and farming classes as against professors." He held too, that there should be no discrimination because of racial or religious origin, but that they should be considered "because they are displaced persons and they have nowhere to go and they want to come to one of the newer countries of the world... They want to live under a democratic form of government and for that reason they want to come to Canada, the United States... or to any other country with a reasonable prospect of remaining democratic." He pointed out that "practically all of the large trade union organizations have passed a resolution in favour of just the sort of thing we are asking you to help us bring about."

*Mr. Alex Skelton, Director General of
Economic Research, Department of
Reconstruction and Supply*

The brief presented to the Committee by Mr. Alex Skelton dealt "primarily with the economic aspects of immigration, rather than the political, social or cultural sides of the question." He first of all described Canada's industrial structure pointing out the increased diversification in industry and the advance that had been made in agricultural production during the war. This increased industrial activity created new high levels of employment and also revealed manpower shortages and "gaps appeared among the managerial and professional classes, in the technical and scientific groups, and among certain skilled craftsmen, particularly in the occupations hit by the depression."

Mr. Skelton asserted that "if the high levels of income and employment achieved during the war and the reconversion period are to be maintained, there will have to be continued expansion, not so much in the primary industries... but rather in the secondary industries, in the service trades, in the improved distribution of our goods both at home and abroad." He claimed that industrial management and scientists will have to find new or more effective uses of the country's resources, evolve new products, new processes and make all-round improvement in facilities for production and in maintaining markets. He presented an analysis of employment and income throughout Canada during recent years, drawing attention to the high level of employment, especially in the manufacturing industries. He referred to the advantages derived from the employment of greater numbers of technically trained personnel during the war and of the current shortages in trained technicians and scientists "at the intermediate and senior level."

Summing up the employment situation, Mr. Skelton said: "The pattern of demand for labour at present and as it appears to be emerging, suggests that the domestic supply is inadequate and that the shortage tends to manifest itself in sectors important in our export trade and also, in the areas contributing the less tangible elements to our standard of life. The range of jobs offering is wide, both men and women could be absorbed, and the emphasis need not fall entirely on heavy labour, particularly in view of the extreme seasonability of demand for this type of worker."

Concluding his brief, Mr. Skelton suggested that "in formulating an immigration policy for Canada, the principal aim should be directed towards a more balanced economy. It should always be borne in mind," he said, "that immigration cannot be isolated from the other factors affecting the economic progress of our country. It is not a cure-all for all economic ills... nor is it the cause of unemployment and depression such as we have experienced in the past..." Continuing he said, "a selective immigration policy would take account of specific shortages, but would at the same time anticipate future surpluses by introducing new skills to create more employment opportunities, to increase production, to introduce cost-reducing innovations, and establish new markets for finished goods." He asserted that "selective immigration is not a restrictive policy, permitting only the entry of those who would fill persistent labour shortages. Nor is it a wide-open policy for the indiscriminate entry of unlimited numbers of immigrants who would

not fit into the economic picture. It is," he said, "rather a policy that sets a target consistent with the absorptive capacity of the country—a target that aims at attracting industrialists, merchants, scientists, technicians, and skilled and unskilled craftsmen, best suited to industrial conditions." He held that "no fixed annual quota can be set, as the figure will vary according to economic requirements. At the present time Canada is in a position to take all the immigrants, selected on the above basis, for whom transportation can be found."

"Such a policy," he said, "would encourage the migration of families, especially young people, and would not conflict with the present regulations covering the admission of agriculturists and workers in heavy industries, as well as the relatives of persons already resident in Canada. . . Selective immigration would encourage the maximum use of Can-

ada's resources and would form part of an integrated program for Canadian development on a national scale."

Among others who presented either verbal or written statements during the June sittings of the Committee were: Mr. Frank Foulds, Canadian Citizenship Branch, Department of the Secretary of State; Col. C. A. Krug, Assistant Director, Canadian Citizenship Branch; Mr. W. M. Teresio, President, Association of United Ukrainian Canadians; Miss Constance Hayward, Executive Secretary, Canadian National Committee on Refugees; Mr. George A. Wenige, Mayor of London, Ontario; Mr. Stanley Lewis, Mayor of Ottawa; Mr. James Colley, Resident Representative of the Inter-governmental Committee on Refugees; Mr. A. Hlynka, M.P.; Mr. J. W. Arsenyck, K.C., Winnipeg; Mr. W. Wasylshen, Winnipeg; Very Rev. Dr. Basil Kushnir, Winnipeg.

Report of Senate Committee on Immigration

BY order of reference made in the Senate on March 13, 1947, the Standing Committee on Immigration and Labour was authorized and directed to "examine into the Immigration Act (R.S.C. Chap. 93 and amendments), its operation and administration and the circumstances related thereto, including (a) the desirability of admitting immigrants to Canada; (b) the type of immigrants which should be preferred, including origin, training and characteristics; (c) the availability of such immigrants for admission; (d) the facilities, resources and capacity of Canada to absorb, employ and maintain such immigrants, and (e) the appropriate terms and conditions of such admission."

The following Honourable Senators constituted the Committee: James Murdock, P.C. (Chairman), W. M. Aseltine, A. Blais, T. D. Bouchard, T. J. Bourque, W. A. Buchanan, G. P. Burchill, J. A. Calder, P.C., G. P. Campbell, T. A. Crerar, P.C., A. Daigle, A. David, J. J. Donnelly, V. Dupuis, W. D. Euler, P.C., C. E. Ferland, J. T. Haig, A. C. Hardy, P.C., R. B. Horner, W. J. Hushion, J. A. Lesage, J. A. Macdonald, J. A. McDonald, G. G. McGeer, J. P. Molloy, F. W. Pirie, W. M. Robertson, B. Robinson, A. W. Roebuck, W. H. Taylor, C. Vaillancourt, C. J. Venoit, (Mrs.) C. Wilson.

During the two months, April 23 to June 25, the Committee held 12 public hearings, at which some 60 verbal and written submissions were received. Among those

who gave testimony were administrative officials of the Immigration Branch of the Federal Department of Mines and Resources, labour leaders, statisticians, authorities on transportation, economists, and students of racial and refugee problems.

It is pointed out in the Committee's report which was tabled in the Senate on July 10, that a number of the witnesses "attended in Ottawa the last session of Parliament, as well as this session and all came at their own expense and at considerable time and effort in order to impart their knowledge and views for the general public welfare."

Public Opinion on Immigration

The report states that "public opinion in favour of the admission of a considerable number of carefully selected immigrants seems to have developed since your committee made its report in favour of properly regulated immigration during the session of 1946, and to have become even more forceful and decided." Further, "not a single witness advocated the closed door; all were in favour of immigration and of Canada doing her share in the rescue of the displaced persons of Europe and there was general agreement that there should be careful selection in order to exclude those who by character or health are unfitted to play a useful part in Canada's system of democracy, including social and economic democracy."

* See L.G., June, 1947, p. 779.

Easing Government Restrictions

The report expressed the approval of the Committee at the easing of governmental restrictions against immigration and of the increased departmental activity resulting therefrom. As against the current manpower shortage in farming, lumbering, mining and, to some extent in urban industry, the report draws attention to "the 850,000 displaced persons in public camps under American and British jurisdiction. Thousands of Canadian citizens have relatives in the European countries . . . whom they earnestly desire to rescue." The steps taken by the government in the progressive development of a less restrictive attitude toward immigration are outlined in the report. These include the Prime Minister's statement (L.G., May, 1947, p. 644) admitting Canada's moral obligation to assist European refugees and displaced persons and the subsequent passing of Order in Council P.C. 2180, dated June 6, 1947, providing for the admission of 5,000 persons from European displaced persons camps; the reopening of immigration offices in Europe and elsewhere which were closed during the war; enlisting the aid of the Intergovernmental Committee (L.G., June, 1947, p. 772) on Refugees; completing certain arrangements with the British authorities; and increased activity of the Canadian immigration officials.

Immigration, a Government Function

The Committee held "that immigration is a proper function of government and that under no circumstances should control be permitted to fall into private hands. Such immigrants as are admitted," the report continues, "should come to Canada under government auspices, and should be free on arrival to accept employment from any employer within the class or classes of industry to which they are destined."

Immigration from Britain

Referring to immigration from the British Isles the report states that "large numbers of persons in the British Isles are willing and anxious to come to Canada or other of the self-governing British countries." Attention is drawn to the agreement between Australia and the British Ministry, effective on April 1, 1947, "under which Great Britain pays the passage of British soldiers migrating permanently to that country." It is pointed out that "Australia expects a normal flow of 70,000 immigrants annually, 40,000 of them from Great Britain. Twenty thousand from Britain is the Australian estimate for this year."

On the other hand, it is declared that "so far this year the number of immigrants arriving in Canada is very disappointing, particularly so within the classification of relatives." The Committee expressed its approval of the action of the government in "broadening the regulations to include the families of those admitted on the ground of relationship." The report goes on to say: "Your committee is of opinion that generally speaking the best immigrants obtainable are the relatives of persons who are already here and who have themselves made good to the extent that they are in a position to guarantee the success of the newcomer relatives from abroad." However, some doubt is indicated with regard to the admission of single men and women and the opinion is expressed that "when single persons have been admitted, every facility should be given for the subsequent admission of spouses and families and fiancées."

The Committee "heartily approves" the action of the Secretary of State for Canada in "giving attention to the problem of receiving and welcoming immigrants on their arrival in Canada," in "imparting information as to Canadian civics and what is known as 'the Canadian way of life.'"

General Policy on Immigration

It is conceded that "there is some difficulty in laying down a general policy and some objection to settling policies for months or years to come, but something of the kind is now required." The report states that "beyond the Order in Council that Canada will admit 5,000 displaced persons, there is no settled policy in existence. One may assume what Canada will do in this regard in the future, but there is no pronouncement upon which business men may rely." Continuing, it states that "an immigration movement to be successful must be organized. Ships must be provided and shipping companies will not build or re-design vessels for the immigrant service unless assured for at least a few years of continuous employment. Facilities for the reception of immigrants, their primary education and training, and their settlement in rural or urban communities cannot be successfully provided on a short-term or sporadic basis." The report continues that "what is needed is a steady flow of newcomers maintained over the years, and the first essential to the planning of such a movement is the governmental assurance that it will be permitted."

It is recommended that "the government extend to its immigration officials a greater liberty of discretion in special cases," and it

suggests that "the officials themselves take courage to apply for special Orders in Council whenever circumstances warrant, so that undesirable rigidity be avoided and the administration of the Act be made as humane and considerate as possible."

Conclusions Reached

Summarizing its thesis, the Committee sets forth the following eight-point "opinion."

"(1) That there are within Canada natural resources sufficient for the support of a very much larger population than Canada now possesses, providing the resources are intelligently used for production, and not merely held.

"(2) Industrial conditions in Canada are favourable at present for a considerable expansion in manpower both in primary industries and in manufacturing.

"(3) The admission of a considerable number of immigrants to engage in farming, lumbering, mining, and shipping and, as well, those skilled in urban production, would not lower the standard of living in Canada, but rather would at present tend to improve it.

"(4) A better balanced economy, the result of an expansion of industries other than farming, can be brought about only by increases in population.

"(5) There are available in Europe numbers of skilled artisans, technicians and professional men, workers experienced in new trades and masters of various established arts, men having creative and managerial capacity

capable of founding new industries or improving old ones, 'entrepreneurs' and so forth. Such men should be welcomed to this country in all cases where there is a reasonable assurance that they will add to our knowledge, capacity or efficiency, contribute to our economy, or assist us in competition.

"(6) In the camps for displaced persons in Europe there are great numbers of people who are suitable in accordance with the most exacting standards, for settlement as immigrants in this country.

"(7) The success achieved in past years by immigrants of such national groups as Ukrainians, Poles, Greeks, Scandinavians, Germans, Italians, Hungarians, Roumanians, Austrians and others, as described in many weighty representations convinces us that the policy of admitting such people should be continued.

"(8) Public opinion approves a carefully selective immigration in numbers not exceeding from time to time the absorptive capacity of our country, and industrial and economic conditions at present are favourable. The Government should in consequence find some way to provide the necessary ocean transportation, the failure of which is the only physical bar now to a successful immigration movement."

Concurrence in the report was moved in the Senate by the Chairman of the Committee, Senator, Hon. James Murdock, on July 14. Following a discussion, which was completed the following day, the motion for the adoption of the report was agreed to, on division.

Convention of Canadian Manufacturers' Association Considers Labour Relations

MAINTEINING and, so far as possible, increasing industrial production was a keynote in the deliberations of the Canadian Manufacturers' Association at the Annual Meeting held in Banff, Alberta, June 2, 3 and 4, 1947.

Owing to the large number of delegates it was considered necessary to conduct the business on the panel system. Concurrent meetings were held to discuss various phases of the program.

Federal Labour Legislation

In his report, Mr. J. T. Stirrett, General Manager, outlined the Association's views on the proposed federal Industrial Relations and Disputes Investigation Act. He said: "The Association considered the draft Industrial Relations and Disputes Investigation Bill which was drawn by the Dominion Department of Labour, following a Dominion-Provincial Conference held in November, 1946. The Bill was designed to take the place of the Wartime Labour Relations Regulations embodied in Order in Council P.C. 1003, dealing with collective bargaining, unfair labour practices, conciliation and related matters. Criticisms and suggestions with respect to the draft Bill were invited by the Dominion Government, not only from the provinces, but from organizations of employers and employees. The work of studying the draft Bill was done, in the first place, by a Sub-Committee which included five representatives of the Association on Dominion and Provincial Labour Relations and Wages Boards. The Association's submission to the Dominion Government was that the following general principles should be incorporated in any Labour Code:—

"1. Union security (closed shop, union shop, maintenance of membership, check-off, etc.) should not be countenanced or facilitated.

"2. In order to qualify as bargaining agent a union must show that the majority of the employees are members in good standing, which should mean at least, that union dues have been regularly paid for some months.

"3. Foremen should not come under collective bargaining legislation.

"4. Collective bargaining should be on a local basis, not industry-wide.

"5. Registration of trade unions should be required.

"6. Unfair practices of unions should be prohibited to the same extent as those of employers.

"7. The employer should be permitted to apply for de-certification of a union when it appears that it no longer represents the majority of his employees.

"8. Sympathy strikes and secondary boycotts should be banned.

"9. No strike should be called until a strike vote has been held under the direction of the Labour Relations Board. The Board should have power to order a vote to be held during a strike.

"10. Union funds should be made available to pay fines imposed upon a union.

"11. Unions like employers should be required to keep full records of membership and finances.

"12. Mass picketing should be prohibited."

Preventing Inflation

Referring to labour productivity and its relation to wages and the danger of inflation Mr. Stirrett stated: "With a marked shortage of materials, and consequently of both consumer and capital goods, with wages control lifted, and prices control being gradually removed, with a prodigious pent-up volume of purchasing power, and finally, with a substantial increase in wages, the Association has taken the view that the best way of staving off the inflation which the various factors mentioned tend to cause, is greater and greater production; and while new machines and new techniques can do part of the job, full success in increasing production is only possible if there is a substantial increase in productivity per worker.

"Replies received from a representative cross-section of the Association have shown that there has been a general increase in hourly wage rates since 1939 of 56 per cent; that in about one-half of the cases there has been a decline in worker productivity, in about one-fifth of the cases, no change in productivity, and in a small minority, an increase in productivity. The Association believes that from the point of view of

preventing inflation, and in the interests of the country's economy, generally, there is no more pressing need, at the present moment than an increase in productivity per worker."

Attitude Towards Immigration

Turning to the problem of immigration Mr. Stirrett pointed out that during the year 1946-47 the Association had approved in principle the recommendations made by the Senate Committee on Immigration in 1946, which favoured a policy of limited selective immigration of both agricultural and industrial workers based on "the absorptive capacity of the country." However, in approving the Senate Committee's recommendation, the Association drew attention particularly "to the pressing need of workers with experience in such occupations as logging, saw milling and mining."

International Labour Organization

At the request of the Dominion Government the Association had nominated a delegate and three advisers to represent the employers of Canada at the 1946 International Labour Conference held in Montreal. Mr. Stirrett was of the opinion that "the most important questions dealt with (at that Conference) were the revision of the constitution of the International Labour Organization, and its relationship to the United Nations." He stated that "As regards the first, an attempt was defeated to change the basis of representation, so as to give representation to socialized industry as well as free-enterprise industry, which would have destroyed the tripartite character of the Organization, and left free-enterprise employers in a hopeless minority. As regards the second question, a working arrangement with the United Nations has been devised analogous to the former arrangement with the League of Nations."

Labour Legislation and Industrial Relations

In an address before the Industrial Relations Committee, Mr. E. R. Complin, O.B.E., Chairman, outlined the Association's views with respect to labour legislation. At the outset he referred to the ILO as "the cradle of labour legislation" and pointed out that at the present time "the employers of Canada have no seat on the Governing Body." He

urged that the CMA move "on an international level in labour matters" and that "the place to go and fight is the ILO."

Turning to the subject of "Labour Legislation and Industrial Relations," Mr. Complin dealt with the draft of proposed legislation which the Federal Department of Labour had submitted to the Provincial Departments and other interested bodies, including the CMA, for their consideration and comments. He stated that "after spirited deliberations in the five CMA divisions, it was obvious that the Association was pretty well at sixes and sevens on the question." "Personally," he said, "I happen to be one of those who do not want to see a national labour code. . . ." He held that the legislation in some of the provinces, resulting from their consideration of the proposed federal legislation, ignored objections raised by the CMA. However, the federal Minister of Labour had, he indicated, "taken into account some of the points" raised by the Industrial Relations Committee of the CMA, and the proposed new federal legislation had been described by the Minister as a "middle-of-the-road bill."

In spite of these assurances, Mr. Complin felt that the CMA "must do its utmost to see that certain principles, to which we most sincerely subscribe, are given recognition . . . to serve to influence provincial legislation." He urged that efforts be made to have "the manufacturing interests represented on the Canada Labour Relations Board." The railways, he said, looked upon foremen's and clerical workers' unions from a different standpoint than that of the manufacturers. He suggested that a watch be kept on the formation of clerical unions and urged that each individual manufacturer develop a clear understanding among his employees of the "free enterprise system." He concurred in a definition of management as "a means of causing men to co-operate." "When we can cause men to co-operate," he said, "we may be turning the key to increased worker productivity."

In conclusion, Mr. Complin cited remarks by the President of the American Management Association concerning certain of the fundamental needs of management: "(1) The need for a greater understanding of the way our economic system functions; (2) The importance of looking on business and industrial activity as a means of organizing the efforts of people, rather than the harnessing of materials and technological processes. . . ."

International Labour Organization

Second Sessions of Industrial Committees on Coal Mining and Inland Transport

THE second sessions of two ILO industrial committees, those on Coal Mining and Inland Transport, were held at Geneva, Switzerland, from April 24 to May 3 and from May 7 to 16 respectively.

The first meetings of these committees, held in London late in 1945, were described in a Supplement to the *LABOUR GAZETTE* for December, 1945.

The committees are tripartite in structure, consisting of representatives of governments,

workers and employers from the member countries. Their function is to treat the special problems of particular industries, giving them more detailed and continuing attention than is possible at the General Conference of the ILO.

Their decisions up to the present have generally been expressed in the form of resolutions, which are formally transmitted by the ILO to the governments and to the workers' and employers' organizations concerned.

Second Session of Industrial Committee on Coal Mining

In its second session the Coal Mines Committee of the International Labour Organization adopted resolutions advocating apprenticeship and vocational training for miners and supervisory staffs in the coal mining industry. It also agreed on policies for the recruitment of national and foreign manpower, safety regulations, housing, and working conditions in the mines.

Nine of the twelve coal producing countries represented on the Committee, namely Belgium, Canada, United Kingdom, India, Netherlands, Poland, Turkey, and the Union of South Africa, sent tripartite delegations consisting of government, workers' and employers' members. The workers' members of the United States of America were at the last minute unable to attend; Australia sent government and workers' members only, and Czechoslovakia sent only observers.

The Canadian delegation was as follows:—

Government Delegates.—Mr. J. A. McClelland, Member, National War Labour Board, Department of Labour, Ottawa; Mr. H. Hereford, Assistant to the Deputy Minister, Department of Labour, Ottawa.

Employers' Delegates.—Mr. C. Gerow, Acting Manager, Canadian Coal Operators Association, Ottawa; Mr. J. C. Nicholson, Retired General Inspector of Mines, Dominion Coal Company, Baddeck, Nova Scotia.

Workers' Delegates.—Mr. Robert Livett, President, District No. 18, United Mineworkers of America, 101-102 Burns Building, Calgary, Alberta. (Mr. Freeman Jenkins, President, District 26, United Mineworkers of America,

who had also been nominated, was unable to attend.)

By a decision of the Governing Body of the ILO, Mr. Leon Eli Troclet, member of the Governing Body and Minister of Labour and Social Welfare for Belgium, who had presided over the first session of the Committee, again acted as Chairman. The Committee elected as Vice-Chairman Mr. Robert Koenig (United States) for the Employers' group, and Mr. Arthur Horner (United Kingdom) for the Workers' group.

The Coal Mining Industry

Addressing the Committee at its first plenary sitting, the Director-General of the ILO, Mr. E. J. Phelan, said that the problems facing the world at present, particularly the problems of Europe, whether considered from the social, economic, financial, or political point of view, all led to the question of coal. The coal problem was in fact the greatest single obstacle to the recovery of Europe and to the restoration of prosperity, not only to Europe, but to the world as a whole.

The ILO Coal Mines Committee at its first session had been able, with the unique authority of the representatives of workers, employers and governments engaged in the industry, to suggest a number of directions in which solutions to the coal problem should be sought.

One of the main problems of the coal industry was the rise in the age groups and the falling off in recruitment of miners. The reconstruction and prosperity of Europe and

the securing of a higher standard of life for the workers also depended on the production of the mines. The Committee had drawn attention to these aspects at its first session; one of its tasks during the present session was to examine what effective and practical steps had been made by the employers' and workers' associations and governmental authorities in implementing them and whether the proposals required to be modified in any way.

Mr. Phelan pointed out that the consideration of questions relating to coal would involve examination of various economic and financial problems, not all of which would come within the competence of the International Labour Organization.

Procedure of Committee

Following the opening plenary sittings, two subcommittees were appointed, one of which dealt with recruitment and related problems, and the other with apprenticeship and vocational training. The reports of these subcommittees, containing a number of resolutions, were later considered by the Committee as a whole, and adopted. A number of other resolutions, dealing with a variety of subjects, were also adopted in plenary session.

Recruitment and Related Problems

The recruitment of manpower for the coal mines was recognized by the Committee as a particularly urgent problem. A report prepared by the International Labour Office indicated that in many of the European countries there had been a considerable decline in manpower in the mines since before the war. Output per worker had also decreased; and the structure of the existing labour force was affected by the dispersal of manpower, the aging of the workers, the use of prisoners and foreigners, and the use of female labour.

The Committee adopted four resolutions, concerning (1) the regulation of recruitment, (2) priority for recruitment for the coal mining industry, (3) employment of prisoners of war, and (4) miners' housing.

The first resolution referred to the decisions in regard to recruitment made by the Committee at its first session, action to apply which had already been taken or was in preparation in most of the producing countries. The Committee particularly urged the following five needs:—

(a) to improve the standing of mining as an occupation especially by placing the mineworker higher up in the comparative scale of industrial wages, and in general by providing the occupation with a code which will improve the

standard of living, the social security and the conditions of work of miners including socially backward countries;

- (b) to improve the food supply of miners, either by a better distribution of available commodities or by an increase in individual rations;
- (c) to strengthen the safety and health regulations in the mines;
- (d) to establish closer co-operation between the different parties to production; and
- (e) to modernize the mechanical equipment of the mines and methods of operation.

The resolution also dealt with the recruitment of foreign manpower, refugees and displaced persons, free German workers, and prisoners of war. Until a model agreement between governments regarding migratory movements was accepted internationally, recruitment should be conducted so as to safeguard the interests of the country, the industry, and the employers, the standard of living and interests of national workers, and the interests of the immigrant workers.

Concerning the recruitment of refugees and displaced persons, the resolution specified that agreements should be concluded with the responsible authorities in co-operation with the ILO and other competent inter-governmental organizations and in consultation with the employers' and workers' organizations. It urged that individual contracts of employment be given to each worker, and that similar protection be given prisoners of war.

The second resolution asked the International Labour Office to recommend that the needs of the coal mining industry in the countries devastated by the war should be given first priority in any arrangements for the absorption into employment as voluntary workers of prisoners of war, demobilized soldiers and displaced persons.

In a third resolution, the Committee strongly reaffirmed the opinion that the withdrawal of prisoners of war "must not jeopardize production in the countries in which they are employed," and that "when determining the date of their release account should be taken of the difficulties that exist for their replacement."

The Committee considered that during the period preceding their release the prisoners of war retained in the coal mines should henceforth receive the normal wage for their work, subject to deduction of the actual cost of their board and lodging.

Miners' Housing

The resolution on miners' housing pointed out that "the insufficient quantity or lack of comfort of housing available in mining areas is one of the most serious obstacles both to maintaining this labour force and increasing it by large-scale recruitment of additional workers."

In view of the attempts to increase further the size of the labour force, it was "indispensable and urgent" that an organized effort on a large scale be made to overcome the housing crisis, and also to lay down the general lines of a long-term housing policy for miners, designed to increase their standard of comfort.

The relevant sections of this resolution are as follows:—

Construction Programs and Particulars of Accommodation

In order to raise the average level of the housing conditions of miners and their families, the construction of dwellings, whatever the pressure of immediate needs, should always be conceived as part of a general program related to the best rules of modern town-planning as well as to considerations of beauty, comfort, and the preference of the local mining communities.

In the countries where there is a serious manpower shortage, and where shortage of building materials prevents undertaking large scale construction of permanent buildings in the immediate future the construction of temporary housing should be undertaken in mining areas where the overcrowding of existing housing calls for urgent measures of relief in this respect.

The needs for the mining areas should be accorded priority to the extent practicable in the allocation of the national building resources.

The temporary housing may take the form of family units or of collective housing.

Whether or not the housing is in family or collective units, these should be spacious enough for decency and sufficiently well-equipped to satisfy the minimum requirements of hygiene.

Where the housing is collective, there should be facilities for common dining-rooms, canteens, rest and recreation rooms, water supply and sanitary conveniences. The inside equipment and their external appearance should be as attractive as possible and they should be surrounded by open spaces.

The repair of existing buildings should only be undertaken where they are still capable of satisfying minimum hygienic standards.

To the extent practicable and taking into account local conditions, accommodations of a permanent character should include at least a kitchen with the necessary fittings, a shower-room with hot water, and individual hygienic water-closet, a living-room, a bedroom for the head of the family, and additional bedrooms according to the number of other members. Each house of the one-family type should have a garden adjoining.

The choice of location of the new buildings, especially at a reasonable distance from the pit-head, should serve as an opportunity for

breaking down the isolation of mining communities and integrating them with the rest of the population of the region.

Acquisition of Individual Property

To the extent practicable and taking into account local conditions, statutory housing societies or other competent public authorities, should direct their policy to the gradual purchase of housing accommodation owned by the collieries without prejudice to legal property rights or to the existing benefits enjoyed by miners who occupy houses free or at reduced rents.

In order to strengthen the attachment of workers to the industry, the acquisition of individual property by miners should be encouraged and facilitated either by hire-purchase methods or by systems of individual loans for purchase or construction of housing.

General Provisions

Since the distribution of the dwellings of miners and their families over an area sufficiently distant from the pit-head is an important factor in improving their housing conditions, and since this is only practicable in so far as the miners can go to and return from their employment neatly dressed and have convenient transportation at their disposal, miners' housing construction programs should take these factors of the problem into account and provide for the establishment of shower-baths and dressing-rooms at the pit-head and for the organization of comfortable transport services between outlying villages, etc., and the mines.

A copy of miners' housing construction programs, of plans for their execution, and of the progress reports in regard to housing in the mining areas should be sent to the International Labour Office, so that it may enable all the countries concerned to benefit by the experiences and achievements on record in this field.

Apprenticeship and Vocational Training

The discussion on apprenticeship and vocational training recalled that the present lack of trained manpower was partly due to the retention of older workers and to the introduction into the mines of manpower from other countries and occupations. The resolution on apprenticeship and vocational training was therefore aimed at ensuring the industry a working force which

has mastered its trade, is accustomed to the safety practices to a degree adequate to the special conditions prevailing in the mining industry, has become familiar with modern mechanized equipment, will skilfully and efficiently perform any job which may have to be done and, finally, is proud to be engaged in an occupation in which merit opens the way to the highest grades.

In general, it is stipulated that apprenticeship and training in the industry should conform with the standards recommended in previous years by the ILO for industry generally.

The resolution recommends the inclusion in the curricula of schools in mining countries of information designed to arouse interest in the industry, including visits to the pits.

There should be an apprenticeship centre in every colliery or group of collieries, established at or near the pithead. Apprenticeship training should last from one to four years, and at least up to the age of 18 years.

The program of training should include:—

- (a) general education and physical education;
- (b) practical and theoretical instruction, accompanied by visits to the mines and covering the fundamental knowledge indispensable to the practice of mining occupations with special regard to safety, all such instruction to be given in the course of normal working hours; and
- (c) productive work under the direction of experienced supervisors.

At the end of the apprenticeship program apprentices who have received satisfactory annual reports should receive certificates of vocational skill conferring upon them the title of skilled workmen. Those apprentices with the most satisfactory records of achievement may be selected for appointment to the schools for supervisory staff after an appropriate period spent at the mine.

Trainees should receive the wages corresponding to their age and work under conditions of apprenticeship laid down in collective agreements or by public authority.

Practical courses of accelerated training should be given in countries which are bringing to the mines large contingents of adult workers, coming from various occupational—and sometimes from various national—backgrounds.

In order to take account of the disturbances in the training of workers caused by the war and of the development of methods of production and the steady introduction of mechanical equipment in the mines on a larger scale, the resolution recommends that the producing countries should, so far as the technical circumstances justify, establish vocational training centres so that their collieries may be provided with a corps of skilled workers and thus obtain a maximum output.

The workers to attend such centres would be nominated from among workers actually employed whose aptitude appeared to justify training in their own interest and in that of the industry. While in attendance they should receive the wages for the job previously done at the mine, supplemented if necessary by a transfer allowance.

The resolution also recommends the training of supervisory staff and instructors, and the retraining of mineworkers who are no longer capable of following their former occupations.

In a separate resolution dealing with the protection of young workers employed underground, the Committee asked that the Office prepare a report on this subject which would serve as a basis of discussion at the next session, with a view to the establishment of international standards.

Other Resolutions

The other resolutions adopted by the Committee dealt mainly with its future program.

In a resolution concerning safety and health in coal mines the Committee requested the Governing Body to:—

1. Convene at the earliest possible date a Tripartite Technical Conference to discuss and adopt a Model Code of Safety Regulations for Underground Work in Coal Mines based on the Draft Model Code prepared by the International Labour Office in 1939;
2. Instruct the Office to begin without delay the preparation of a Draft Model Code of Hygiene Regulations for the Mining Industry, dealing with the protection of miners' health in general and with the suppression of, and the protection against, dust in particular;
3. Instruct the Office to undertake the collection and permanent co-ordination of all information available relating to the experiences and improvements made in different countries in regard to the protection of underground mineworkers against accidents and occupational diseases.

On the subject of hours of work in coal mines, the International Labour Conference adopted a Convention in 1935, which has not come into force. The Committee adopted a resolution asking the Governing Body to authorize an inquiry among the member states concerning their present position in respect of the Convention, any difficulties presented by the Convention which precluded its ratification and the particulars in which the Convention might be revised. The Governing Body was further requested to examine in the light of the replies to this enquiry the possibility of placing on the agenda of the next session of the Coal Mines Committee the discussion of a text for a revised Convention.

Three resolutions dealt with the proposed Coal Mineworkers' Charter, principles concerning which had been approved at the first session. The first of these resolutions asked that the Governing Body place on the agenda of the third session the continuation of the

examination of the application of the principles in the Charter. It also asked that the Office calculate arithmetically

the sum of the social advantages accorded to mineworkers in each country in relation to a common basis of comparison selected from another essential occupation, with a view to determining, after examination, the total social minimum to which mineworkers are entitled,

and prepare tables giving the result.

The second resolution asked the Governing Body to draw the attention of governments to the need for "economic measures tending to stabilize production and distribution," in

order that the social advantages to miners included in the Charter be not endangered.

The third resolution asked the Governing Body to recommend economically underdeveloped countries to apply at the earliest possible moment the principles in the Charter, and to draw up a program indicating the targets to be achieved in specific periods.

Finally the Committee requested that the Office prepare a report on miners' invalidity and old age pensions schemes in force in the different countries with a view to examining the possibility of guaranteeing these rights to immigrant workers.

Inland Transport Committee

The scope of the Inland Transport Committee extends to the various branches of the industry, including railways, road transport, air transport, inland navigation, and docks and harbours.

In its second session the Committee adopted resolutions on such questions as employment, training, industrial relations, statistics, and Rhine navigation.

Representatives of the following 22 countries were present at the meeting: the United States, Australia, Belgium, Canada, Chile, China, Denmark, France, United Kingdom, Greece, India, Italy, Mexico, the Netherlands, Norway, Peru, Poland, Portugal, Sweden, Switzerland, Turkey and South Africa. All these countries were represented by tripartite delegations, except China and Greece, which were represented by government delegates only. The meeting was also attended by one observer from Finland. The United Nations, the European Central Inland Transport Organization, and the International Transportworkers Federation, were also represented.

The Canadian delegation was as follows:—

Government Delegates.—Mr. Harry Hereford, Special Assistant to the Deputy Minister of Labour, Ottawa; Mr. J. A. McClelland, Member, National War Labour Board, Department of Labour, Ottawa.

Employers' Delegates.—Mr. J. C. Patteson, European General Manager, Canadian Pacific Railway Company, London, England; Mr. A. A. Heaps, Controller of Grain Handling at Head of the Lakes (Fort William and Port Arthur), Department of Labour, Ottawa.

Workers' Delegates.—Mr. Theodore Roy, Quebec Vice-President, Canadian Seamen's Union, Montreal. (Mr. J. E. McGuire, Canadian Brotherhood of Railway Employees and Other Transport Workers, who had also been nominated, was unable to attend.)

By decision of the Governing Body Mr. Henry Hauck, Director in the French Ministry of Labour and Labour Attaché at the French Embassy in London, was once again nominated Chairman.

The Committee elected two Vice-Chairmen: Mr. G. W. Quick-Smith (United Kingdom) for the Employers' group; and Mr. H. W. Fraser (United States) for the Workers' group.

The Inland Transport Industry

The problems of the transport industry, as pointed out by the Chairman at the opening sitting, are particularly acute in Europe. In several countries devastated by the war and overrun by invading armies, present-day transportation facilities are less than 50 per cent of those prior to the war. This figure must be taken into consideration with the tremendously increased demand for goods and transportation services arising out of post-war reconstruction.

However the delegates from the countries directly affected spoke in hopeful terms of their ability to meet the immediate future and overcome within the next two years the tremendous obstacles in connection with their transportation services.

A report prepared by the International Labour Office in advance of the meeting discussed the progress that has been made in the restoration of the shattered system of European transportation.

Describing the "magnificent effort, carried out in the face of tremendous difficulties arising from all sorts of shortages, and with an undernourished, ill-clad working population," the report pointed out that although factories have been reconstructed, a shortage of coal, rubber, steel, timber and other materials has prevented a quicker tempo in production and repair of transportation equipment.

Two intergovernmental bodies, UNRRA and the European Central Inland Transport Organization (an organization set up by the Allied Governments as an advisory and co-ordinating body), have played an important part in the work of restoration, which was at first carried out under the direction of the Allied military authorities.

The use of worn-out equipment which in normal times would have been discarded "constitutes a danger to the safety of the railway staff and to the public," the report stated—several hundred thousand new freight wagons are needed to bring the European railways up to their pre-war standard of operation. Motor vehicle fleets are inferior in number compared to pre-war standards and are, of course, of a much higher average age. Inland waterway and harbour craft have suffered much destruction. "Furthermore, towing power is considerably reduced by the bad quality of fuel, and the stokers, already undernourished, are overworked by the strain necessary to maintain the pressure in the boilers."

Procedure of Committee

The Committee set up four subcommittees, dealing with industrial relations, employment, statistics and Rhine navigation. Each of these subcommittees submitted reports containing draft resolutions which were later adopted by the Committee in plenary session.

Industrial Relations

The Committee adopted a resolution on industrial relations in inland transport which consisted of a set of basic principles designed to promote good relations between management and labour.

The resolution urged that employers and workers be free to form organizations of their own choosing, and that protection against discriminatory practices and coercion be provided by legislation "where full and effective protection is not already afforded."

The negotiation of collective agreements should be developed both in private and publicly owned transport undertakings; and the State should provide facilities for the development of collective bargaining.

Both parties to collective agreements should do all in their power to ensure their observance; there should be a procedure for the settlement of disputes; and both parties "should be entitled to institute legal proceedings to secure the observance of such agreements enforceable at law."

The resolution approved "the practice obtaining in certain countries whereby the

provisions of collective agreements covering substantial proportions of employers and workers in a trade or industry are extended to include other such employers and workers who would not otherwise be covered by such agreements."

Governmental machinery to fix minimum wage rates, hours of work and other conditions of employment was recommended, together with an adequate inspection system.

The State should provide machinery for the investigation, conciliation and voluntary arbitration of disputes. The right to lockout and strike should apply in inland transport as in other industries.

The resolution concluded by advocating the establishment of labour-management co-operative machinery.

Employment

In a resolution on employment, the Committee accepted the view that a "stable and maximum" level of employment in the inland transport industry was dependent upon general economic activity; and urged governments, in collaboration with employers' and workers' organizations, to take the necessary steps both nationally and internationally.

The resolution asked that careful consideration be given to co-ordinating the different branches of the inland transport industry with a view to providing efficient services and ensuring the fullest and most effective employment of transport workers.

The establishment of joint committees was recommended, to advise on all questions relating to the placing of workers in the industry.

The resolution also advocated the development of apprenticeship and training schemes, and the provision of opportunities for workers to qualify for higher positions.

Separate resolutions asked the Governing Body to request the Office to make studies of vocational training in inland transport and the decasualization of dock labour, and to submit reports to the next session of the Committee.

Statistics

The Committee made technical recommendations on the form in which statistics should be prepared dealing with employment, unemployment, hours of work, wages, accidents (including occupational diseases), and strikes and lockouts, and asked that these be communicated to the International Conference of Labour Statisticians.

Rhine Navigation

The Subcommittee on Rhine Navigation considered the fact that labour contracts for nationals of different countries employed in the same type of work differ substantially in respect of wages, hours and other working conditions. There are also great discrepancies in the provisions concerning social insurance.

The Committee asked that the ILO suggest to the governments concerned that a special tripartite conference be convened to draw up international minimum standards.

Other Resolutions

The Committee also asked that the International Labour Office

continue its study of the protection of young workers;

study the problems raised by the employment of women in the inland transport industry;

examine the Hours of Work and Rest Periods (Road Transport) Convention, 1939, with a view to ascertaining whether that Convention meets the requirements of the post-war situation;

and study conditions of employment in civil aviation; and prepare reports on these subjects to be considered at future meetings.

The Committee asked the Governing Body to make arrangements with the United Nations for a study of the co-ordination of transport by the international bodies with competence in the field of transport, with which study the International Labour Office should be associated.

It also asked that the Committee on Automatic Coupling resume its work.

Canada Ratifies ILO Texts

ON July 22 the Government of Canada ratified the Instrument for the Amendment of the Constitution of the International Labour Organization and the Final Articles Revision Convention, 1946, both of which had been adopted at the Montreal Conference of the ILO (L.G., Oct., 1946, p. 1394). The Instrument of Amendment was approved by resolution of the House of Commons of Canada on June 30, 1947, and by resolution of the Senate on July 2.

Statement by Minister of Labour

In moving the adoption of the resolution, the Honourable Humphrey Mitchell, Minister of Labour, made the following statement:—

"Consequent on the dissolution of the League of Nations and the entry of the International Labour Organization into official relationship with the United Nations, it became urgently necessary to amend the articles of its Constitution relating to membership, financing and procedure for future amendments. Therefore an Instrument for the Amendment of the Constitution was adopted at the 1945 (Paris) Session of the International Labour Conference and was subsequently accepted by the necessary majority of the member states, becoming effective on September 26, 1946. Canada's ratification was authorized by Order in Council P.C. 2914 of July 12, 1946.

"At the Montreal Session of the International Labour Conference last fall, the new Instrument of Amendment now before us was unanimously adopted and will come into force when ratified by two-thirds of the member countries including five of the eight members

of chief industrial importance represented on the Governing Body of the ILO, of which Canada is one.

"This Instrument is designed to remodel the Organization in the light of the experience gained in over a quarter of a century and to re-equip it to discharge its responsibilities with greater efficiency.

"The most important of the proposed amendments are designed to encourage wider implementing of the minimum labour standards embodied in conventions or suggested in recommendations adopted at the various sessions of the general conference of the member states of the Organization. Canada, like other federal states, has been faced up to the present with constitutional difficulties in giving effect to the provisions of many of these proposals, which come within provincial jurisdiction. One of these amendments, article 19 (7), is therefore of particular interest to Canada. It requires the federal government to arrange for periodic consultations between the federal and provincial authorities with a view to promoting co-ordinated action to give effect to the provisions of such proposals. Another obligation is that fuller reports will be made to the International Labour Office as to the action taken or proposed to be taken by both the federal and the provincial governments on all these proposals.

"Prior to the Montreal Conference, the views of the provinces had been sought by the government on the proposed constitutional changes applying to federal states, and several of the provinces were represented at the Conference by their ministers of labour or by their deputies."

Ratifications by Other Countries

The International Labour Office announced in July that the total number of ratifications by member countries of International Labour Conventions had reached 929.

The latest ratifications noted by the ILO were those of Convention No. 80, which revises the final articles of previously adopted Conventions, by Switzerland, Colombia, the United Kingdom and China (as noted above

this Convention has now been ratified by Canada also); Convention No. 26, which governs minimum wage fixing machinery, by Switzerland; and Convention No. 63, which covers statistics of wages and hours of work, by the United Kingdom.

Of the 80 Conventions adopted by the ILO since its establishment in 1919, 53 have received the number of ratifications necessary to bring them into force.

Conference on Labour Statistics

STATISTICS on the four major subjects of employment, unemployment, cost of living and industrial accidents comprised the agenda of the sixth Conference of Labour Statisticians of the ILO, which convened at McGill University on August 4.

Investigating the situation in regard to international labour statistics were delegates from 22 nations including heads of many government economic and statistical agencies.

The Canadian Government delegation was headed by Mr. Herbert Marshall, Dominion

Statistician, and included Messrs. R. N. Cram, F. H. Leacy, N. H. McKellar and R. W. James as advisers.

Representing the employer and employee sides respectively on the delegation, were Mr. Harry Taylor of the Canadian Manufacturers' Association, and Mr. Percy Bengough of the Trades and Labour Congress of Canada.

A summary of the proceedings of the Conference will appear in a subsequent issue of the *LABOUR GAZETTE*.

Second Meeting of Economic and Employment Commission of United Nations

SURVEYING the problem of international action to maintain full employment and economic stability, the Economic and Employment Commission of the United Nations Economic and Social Council stated recently that much remains to be done before its objectives are achieved.

In a report, to the Council following its second session¹, which ended on June 17, the Commission stated that in order to attain and maintain full employment and economic stability "greater efforts will be needed, and the struggle must be continued on a number of fronts. Such efforts must be made by those countries which are in a position to extend additional economic assistance to other Member nations, as well as by those whose need for assistance is very great."

Two resolutions adopted by the Commission outlined the action which it advocated to meet the immediate obstacles to economic stability.

The first of these resolutions urged Member states already having high levels of output to maintain these levels. States having commodities available for the reconstruction

of countries disrupted by the war were asked to avoid measures which would tend to reduce imports from states needing reconstruction. War-disrupted states were also urged to take a series of measures to improve their position.

The second resolution called attention to the existence of unemployment in a number of countries. It urged measures to lower abnormally high prices, especially for export goods. It favoured loans and credits to Member states "directed exclusively toward economic stability and reconstruction in the interests of the peoples of the countries receiving credit."

On the long-term aspects of full employment, economic stability and economic development, the Commission felt it had no recommendations to make until its two sub-commissions meet and make detailed studies, on the basis of comprehensive material to be collected and analyzed by the secretariat of the United Nations.

These two sub-commissions, dealing with Economic Development and with Employment and Economic Stability, will hold their first meetings in November.

The Economic and Social Council debated the report of the Commission on July 23. It decided to limit its action on the report to noting it.

¹Reference to the first session was made in the March issue of the *LABOUR GAZETTE* (p. 312).

Collective Agreements in Seven European Countries

DETERMINATION of conditions of work and terms of employment by industry-wide collective agreements between labour unions and employers' associations has been increasingly practiced since 1939 in Great Britain, Belgium, Netherlands, the Scandinavian countries and France, according to an article in the June issue of the *Monthly Labour Review*, official publication of the United States Department of Labour.

Up to the advent of World War II, negotiation of collective agreements was assisted by the Governments of these countries by facilitating establishment of joint councils of employers and employees, enactment of procedures for enforcing agreements and in some instances, amplifying agreements through legal extension to parties not the direct signatories.

The article states that national or industry-wide agreements have become common practice in the countries referred to, and in some have become predominant. These national agreements, while standardising procedural matters such as hours, vacations, training, and grievance procedures, have often incorporated local or district variations in wage rates and conditions of work.

Extent of Agreements

During the interwar period, the governments of Great Britain, France, Belgium, and the Netherlands encouraged and assisted collective bargaining at both the local and industry-wide level by the passage of legislation designed to promote collective bargaining or extend the area covered by a collective agreement.

"In Belgium during the interwar period collective agreements were concluded by joint industrial councils, voluntarily organized but with members appointed by the Government. Regional councils and regional agreements in the various industries were more common until after World War II, although national councils were set up for the iron and steel, coal mining, construction, and baking industries. Legislation of June 1945 specifically authorized the development of joint industrial councils, and more than 40 industry-wide councils were instituted by Government decree during 1946.

"Most French agreements prior to 1936 were local, and even between 1936 and 1939 com-

paratively few national (industry-wide) agreements were negotiated. Provision for a radical change in this situation is made under the 1946 collective-agreements law (see below).

"In 1933 the Netherlands authorized by law the establishment of joint industrial councils, on either a national or a regional basis, in order to encourage collective bargaining.

"Since liberation, agreements on an industry-wide basis have frequently been negotiated between union councils, representing the Catholic, Protestant, and Socialist unions in an industry on the one hand, and the voluntary associations of employers on the other. The majority of agreements, when approved by the wage stabilization authority of the Government, were being extended in 1946 to all plants in the industry, thus considerably broadening the coverage of agreements.

"Over a long period, collective agreements in British industries have been increasingly negotiated on a nation-wide basis. Such agreements have gradually tended to supersede district or local negotiations, but have often incorporated different terms for different districts, particularly in regard to wage scales.

"In Sweden, industry-wide agreements are concluded on an annual or biennial basis between federations of employers and labour unions in approximately 30 branches of industry.

"The national agreements generally contain provisions on cost-of-living wage adjustment, hours, hiring and termination of employment practices, vacations, sick leave, methods of adjusting disputes, and wage scales. The latter, however, usually vary according to local differences in living costs as measured by the Royal Social Board.

"In Norway and Denmark, the situation with respect to industry-wide agreements is similar to that in Sweden. Government mediators in both countries may consolidate cases and may present proposals covering several disputes, for collective acceptance or rejection. This practice tends to widen the scope of the resulting agreements."

Legal Extension of Agreements

In some countries a collective agreement may be extended by governmental action to nonsignatory employers and their employees

in the same trade or industry. The agreement may be extended in whole or in part on a local, regional, or industry-wide basis. Governmental extension, however, gives a legally binding character to an agreement, making its enforcement similar to that of a law or regulation.

France and the Netherlands alone have authorized general extensions of collective agreements—France by the law of 1936, the Netherlands by a law of 1937. France, the Netherlands, and Sweden provided that the terms of a collective agreement should apply to the nonunion employees of employers who were bound by the agreement. The Netherlands law of 1937 also permitted the Minister of Social Affairs to declare certain provisions of a collective agreement inoperative if, in the public interest, this was found necessary. He was precluded from extending certain types of agreement clauses relating to preferential hiring of union members or to price-fixing. On extensions, the Minister in the Netherlands was required to consult with a national Labour Council, and in France, with a competent industrial division of the Governments National Economic Council.

During the interwar period, enabling bills for the general extension of agreements were introduced and debated in the Parliaments of Great Britain and Belgium, but were not passed. A limited type of extension, however, was adopted.

Under a French law passed in 1946, agreements between the "most representative" associations of employers and employees became binding on the whole industry. Such agreements are enforceable by Government inspectors after approval by the Minister of Labour who may reject or approve the agreement in whole or in part or may write, after consultation with groups concerned and under particular circumstances, provisional agreements where no acceptable contract has been concluded. The law requires that national agreements precede the initiation of regional or local agreements. Current practice, it is reported, is to permit agreements of limited scope pending adoption of national agreements. The law specifies two groups of subjects—mandatory and optional—to be covered by the agreements: (1) The mandatory group includes provisions regarding hiring and firing, apprenticeship, training, termination of employment, guaranty of the right to organize ("trade-union freedom") and wages. (2) Optional subjects that may be included in an agreement are regulations on incentive and seniority bonuses, piece rates, and paid leave, and provisions in regard to shop stewards and

works committees (institutions already established by law). Wage rates, currently fixed by Government decree must be incorporated into an agreement.

Agreements of Central Federations

"Basic agreements, equivalent to general codes of industrial relations, have been negotiated between the central federations of employers' associations and unions in Scandinavia. These agreements, while not actually binding upon the affiliated unions and em-wage stabilization and adjustment of wages have in practice been accepted and incorporated into the collective agreements in the several industries.

"In addition to the negotiation of nationwide basic agreements, the central federations of these countries have also exercised guidance and control over the negotiation of major industry agreements. During the war period, wage stabilization and adjustment of wages in accordance with the cost-of-living index was effected by basic agreements between the central federations. Norway and Denmark supplemented the agreements by Government wage controls.

"The central federations of management and labour have in general played an important role, particularly during the war and postwar periods, in advising the governments of the countries covered in this report on social, economic, and labour policies. In Great Britain, a National Joint Advisory Council, half of its members nominated by Congress, was created in October, 1939, to advise the government on 'all matters in which employers and workers have a common interest.'

"The French Government has set up a Commission on Collective Agreements, which includes representatives of the leading trade-union and employer federations along with government officials; it is to advise the Government on matters of policy relating to wages, prices, and production, and the Minister of Labour on the approving or disapproving of collective agreements as required by the 1946 law.

"In the Netherlands a permanent joint body, the Labour Foundation, was planned in secret during the occupation and set up after liberation by 14 associations of employers and trade-unions, including the Socialist, Catholic, and Protestant union federations."

Enforcement of Agreements

Both France and Great Britain have preserved the principle of collective agreements in nationalized industries.

In Great Britain and Belgium the courts are precluded from enforcing agreements, and strikes and lock-outs during their life are legal. Damage suits arising from breach of agreement are not sanctioned by law.

In the Netherlands and France recourse to regular courts for damages is provided, but, unless expressly provided under the terms of an agreement, associations are not liable for the actions of members. They are, however, obligated to seek observance of the terms by their members.

In the Netherlands, collective-agreements clauses which bind an employer to employ, or not to employ, persons who belong to a particular union, party, or religious denomination are declared null and void by law.

In the three Scandinavian countries, collective agreements are enforceable in specially constituted labour courts. These have existed in Denmark since 1910, in Norway since 1915, and in Sweden since 1929.

In Denmark, the scope of the court's authority is based on an agreement between the central federations of employers and unions, who are also permitted to appoint the members of the court. The law itself specifies only a few legal directives. Originally established for the settlement of disputes arising out of the interpretation of the basic agreement between the central federations, the work of the court has been extended to interpret all collective agreements between employers and unions. Only organizations, not individuals, may bring cases before the court.

In Norway, also, individuals are precluded from bringing cases before the Labour Court. Furthermore, local questions arising out of the interpretation and application of agreements are referred in the first instance to the regular courts. The Labour Court is thus reserved for questions of national scope or for appeals. In other respects the legislation in Norway and Sweden is substantially similar.

Union Health and Welfare Plans in the United States

A BULLETIN describing collective bargaining developments in union health and welfare plans in the United States has been published by the United States Bureau of Labour Statistics. It reports that the number of workers covered by some type of health benefit plan has more than doubled since 1945, reaching approximately 1,250,000 early in 1947. Except for a few outstanding exceptions, notably the coal mines, the increment is the result of extended programs, rather than the adoption of such schemes by other unions, the bulletin reports.

Most plans studied provide for financing by the employer alone, the usual agreement calling for a two to three per cent of payroll contribution. In regard to administration, plans were of one of three categories: (1) those administered by the union solely, (2) plans administered jointly, and (3) programs administered by a private insurance company out of a fund or premiums paid by the employer. The plans contain provisions for weekly cash payments for disability from non-occupational accidents, hospital and surgical expenses, and frequently payment of doctor bills. Dental care and preventive medicines are not usually included.

The first Union Health Centre of the International Ladies' Garment Workers' Union (AFL) was established in 1912 in New York City, and still functions. In addition to furnishing medical care to garment workers at the Centre, it inspects sick-benefit plans and

serves as a health education centre. It is concerned primarily with ambulatory cases—in the nature of a clinic. It does not offer service to the families, nor complete medical service to the members, and its financing varies with the craft. In addition to cash benefit payments, and clinical medical services, the program provides some preventive medical care. The eye conservation plan, which provides that every shop is to be visited and each worker examined, is unique. For 17 years the Centre also provided dental care, but discontinued this service for organizational reasons.

A recent health-benefit plan negotiated by the St. Louis Joint Council, United Retail, Wholesale, and Department Store Employees (CIO), referred to as the St. Louis Plan, is of interest in that a health institute was established, through employer contribution, which offers complete medical services. Every medical bill of members and their families, for service in the home, hospital, or clinic, is to be met by the St. Louis Labour Health Institute. The organizational plans as outlined in 1945 would open the institute not only to union members and the non-voting families, but also to outsiders as non-voting approved participants. This may result in a union health-benefit plan that will include many unions jointly in the St. Louis area the bulletin states.

In coal mining, both anthracite and bituminous, the coal miners secured, as a result

of negotiations in May and June 1946, provisions in their current agreements whereby about 450,000 miners (375,000 bituminous, 75,000 anthracite) in 3,000 mines in 23 States are to achieve a considerable measure of security through the operation of welfare funds.

In the soft-coal industry (Government operated), one fund, designated as a "welfare and retirement fund," is to be raised by levying a tax of 5 cents on each ton of soft coal produced. It is to be administered by three trustees—one appointed by the U. S. Coal Mines Administrator, one by the union, and one jointly. A second fund, designated as a "medical and hospital fund," is to be accumulated from wage deductions presently being checked off from miners' wages, or authorized in the future by the union. This fund is to be turned over to the union, and is to be administered by trustees appointed by the president of the United Mine Workers of America (AFL). The agreement calls for co-operation between the trustees of the two funds.

For the anthracite industry, a fund is to be raised similarly by a tax of 5 cents on each ton. This is a welfare and retirement fund, and is to be administered by three trustees—two to be appointed by the president of the United Mine Workers and one by the operators.

The technique of levying a tax on coal produced for the establishment and maintenance

of a welfare fund is one that has been in existence in countries other than the United States for a number of years: Great Britain has had such a practice since 1936, and British India and Spain more recently the bulletin reports.

The bulletin holds that current interest in welfare negotiations is expanding. Spokesmen for both labour and management and the public, it reports, are constantly attesting to the growing concern over the provision of adequate welfare benefits for workers. "There is," it states, "no doubt, from past practice and current statements of unions, from recent management concern with welfare funds and their bargaining importance, from recent interest of the medical profession in the role of labour and management in industrial health, from the general interest of a considerable portion of the public in the Nation's health, that welfare funds and health benefits will play an increasingly important role in future contract negotiations."

While claiming that there is general acceptance of the increasing importance of health benefit plans under collective bargaining, the bulletin contends that the method of financing is not clearly defined. The tendency toward employer-financed schemes, precipitated by the rigid wage control of the war period, may, now that payments in lieu of wages are no longer necessary to secure benefits in a tight labour market and taxes on profits liberalized give way to jointly-contributed-to welfare funds.

Trends in Department Store Unionization

THE *Management Record*, a publication of the National Industrial Conference Board, an employers' service organization functioning in New York City, reports in the June issue the findings of a survey undertaken into department store unionization trends.

It states that the two outstanding labour organizations operating in the retail field are the Retail Clerks International Protective Association (AFL), and the United Retail Wholesale and Department Store Workers (CIO).

"The AFL union was organized in 1890, and reports a membership of about 250,000 in the United States, Canada and Puerto Rico. It claims jurisdiction over 'all employees of stores, mercantile and mail-order establishments who are actively engaged in handling or selling merchandise.' The CIO union was organized in 1937 by a group of local unions that were formerly affiliated with the AFL organization. These locals were expelled by the AFL union because they became part of the Committee for Industrial Organizations.

The union places its membership at 125,000 and its jurisdiction as covering 'persons employed in and about retail, wholesale, department store, warehouse and production establishments.'"

"Although membership in unions of retail workers has increased rapidly in the past decade, it is still relatively small. Out of 5,948,000 workers estimated to be employed in retailing (including automobile services), there are about 375,000 salespeople and related personnel in unions. Organizing drives have recently been intensified among retail workers, just as in other white-collar fields. There are very few independent unions in retail establishments, and their numbers are proportionately much smaller than the independent unions in other sectors of the economy."

Jurisdictional disputes, the article states, have developed as between locals within the same parent body as well as between AFL and CIO unions.

In the field of political action, as in other industries "members of labour unions in retailing do not all follow one political line. The basic difference between the AFL and CIO unions is that the CIO unions are interested in domestic and international political activities and the AFL unions usually follow a non-political line. However, representatives of AFL locals in certain areas sometimes try to influence their membership to support a particular candidate running for some public office.

"In most instances, the unions of retail clerks come under the jurisdiction of state rather than federal labour laws. Where the unions cannot look to the National Labour Relations Act or to a state labour relations act, they will utilize their economic strength with the support of other local labour unions.

"As indicated by recent convention reports, both unions of department store employees will continue to intensify their organization drives in this country and Canada. Appropriations for this purpose total hundreds of thousands of dollars. Department store employees are dissatisfied partly, it is said, because they feel that their employers regard many of them as 'old retainers,' who receive wages below others in the community but who nevertheless are glad to stay on their jobs because of the cleanliness and personable nature of the work. It is not the 'old retainers' who have been spearheading the drive for unionization. Employers of retail workers say that some of their salesmen earn more than the highest paid craftsmen in industry.

"The workers frequently complain that the company interests itself in the wages and working conditions of its employees only when union organizing circulars appear. But some department stores have carried on considerable research and training in an effort to understand their employees' thinking on company wage and general personnel policies. Contracts have included clauses covering wages, seniority patterns, and grievance and arbitration procedures similar to those in other industries.

"On the question of salaries, an outstanding eastern department store executive sums up the attitude of many employers with the statement that he does not 'know of any situation where there is as wide a spread between minimum and maximum wages as among department store clerks.' Another factor stressed by executives is that many retail clerks use department store jobs as stop-gaps between other jobs, thus creating an unusually high turnover among workers in the minimum wage brackets. This condition causes an almost

static minimum among certain categories of employees.

"Retailers are developing a desire to do studies on retail job analysis and evaluation. However, there is not complete agreement among department store executives and retailers generally in regard to organized job analysis and evaluation as an approach to salary administration problems. The catch-as-catch-can method of determining wage policies is still part of the picture, particularly during periods of tight manpower markets when stores will pay relatively high wages for hard-to-get personnel.

"In 1946, Donald A. Fowler, Chairman of the National Retail Dry Goods Association Committee on Better Selling, stated that 'developments since V-J Day have confirmed the basic necessity for sound job analysis and evaluation if retailers are to meet the challenge ahead. When the present backlog of consumer demand for essential merchandise is satisfied, many retailers will find themselves confronted with a wage structure which will be difficult to carry. These changes in employee working schedules and wage rates can be supported ultimately only through more efficient production.'

"Collective-bargaining units in twenty department store contracts analyzed differ from those in industrial agreements in that they usually exclude a long and highly specialized list of employees. In the industrial contracts, it is found that 'supervisory employees' are excluded as a group, while in the department store agreements, in addition to omitting them as a group, classifications are broken down and 'buyers, assistant buyers, department managers, assistant department managers, store managers, and section managers' are excluded individually. Groups of employees peculiar to the department store, such as lease department employees, comparison shoppers, and heads of stock, are also specifically excluded from the agreements.

"Purchase discounts for employees and the payment of supper money on late nights are included in a number of department store contracts. These provisions are peculiar to department stores.

"Analysis of twenty union security clauses shows that the majority are covered by union shop agreements, with only one membership-maintenance clause in the twenty contracts.

"Although work rules do not appear in the contracts, the right to establish rules and regulations is retained by management, with right of appeal by employees through established grievance procedures.

"Three of the twenty department store contracts indicate apprentice wage rates. Duties and job classification are not stated in any of the contracts.

"Extra compensation for work on different shifts is not provided, although provisions are made for extra compensation for work done outside regular store hours. The nature of the department store, as a caterer to the public, makes hourly schedules more stable than in industry, say department store executives. As to hours, the majority of general industry contracts show a five-day week, while the department stores indicate a six-day week. This also stems from the nature of the business operations and policy.

"Call-in pay is provided for in seven of the twenty agreements, but, unlike agreements in the general industries, no provision is made for payment in case of temporary discontinuance of employment.

"General industries usually specify the number of holidays which are paid or not paid if the employees do not work, while provisions in department store agreements specify time

off for certain holidays. In all twenty department store agreements employees are paid for the holiday time.

"In seven of the agreements, the union representative is specifically allowed time off without pay.

"The only contingencies allowed for absence are personal sickness or serious injury.

"Many factors relating to wages and working conditions and discount plans for employees are part of department store personnel policies. Yet, they are not incorporated into collective-bargaining agreements. This is because, say some store executives, certain patterns relating to wages and working conditions were part of store rules long before the collective-bargaining unit came into the picture.

"There is a noticeable development of programs, by personnel executives, evaluating the various phases of labour-management relationships. A personnel consciousness in department store line executives seems to be growing as a result of training programs."

Industrial Disputes and Conciliation

INTRODUCTION

THE *Industrial Disputes and Conciliation* section contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P. C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944, which suspended the Industrial Disputes Investigation Act, enacted first in 1907, have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping, lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion, has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-943.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of Transitional Measures Act, 1947. A Bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (see elsewhere in this issue, p. 1102).

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to: the certification of bargaining representatives,

the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the *Wartime Labour Relations Regulations, P.C. 1003*, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in two separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Applications Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of July. During the month the Board received 36 applications for certification (2 of which were withdrawn during the month), issued 11 certificates designating bargaining representatives, rejected 3 applications, ordered 5 representation votes.

The Board also received 5 applications for leave to prosecute, 3 of which were granted and 2 refused.

The Board held 9 hearings and issued Reasons for Judgment covering the rejection of 3 applications for certification, decision upon which had been given previously.

Applications Granted for Certification of Bargaining Representatives

1. *Communications Unit No. 1 of the Federation of Employee-Professional Engineers and Assistants* and certain officers and persons for the employees of *The Bell Telephone Company of Canada* performing the duties of foreign wire relations engineer, engineer, assistant engineer, and engineering assistant (excluding engineering assistants who are within the Plant Employees' Association certification) in the Division Plant Engineering Groups, Western Area and for the employees performing the duties of engineer, assistant engineer, engineering assistant and student engineer in the Engineering Department, Western Area, but excluding supervising engineers.**

2. *Cargo and Gangway Watchmen's Union (Local 1720, International Longshoremen's Association)* and certain of its officers for cargo and gangway watchmen employed at Saint John, N.B., by various steamship companies and agencies, represented by *The Shipping Federation of Canada*.*

3. *Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America* and certain of its officers for dockmen, tractor drivers, truck drivers, drivers' helpers and highway drivers employed by the *Kingsway Transport Limited, Montreal*, at Montreal, Sherbrooke, Quebec, Three Rivers and Valleyfield, P.Q., and at Ottawa, Ont. The Board excluded from the bargaining unit foremen and persons of higher rank, despatchers, garage employees, janitors, night watchmen, office workers, and employees on the Toronto and Hamilton, Ont., payrolls of the company, the groups at Toronto and Hamilton being covered by an existing certification.*

4. *Canadian Navigators' Federation* and certain of its officers for personnel employed aboard the ss. *North Coaster* by the *Caribbean Steamship Co. Limited, Montreal*, in the following classifications, first, second and third officer, and second, third and fourth engineer. The captain and the chief engineer were excluded from the bargaining unit.*

5. *Canadian Navigators' Federation* and certain of its officers for personnel employed aboard the ss. *Magdalen* by *Magdalen Islands Transportation Co. Limited, Montreal*, in the classifications of first and second officer, and second and third engineer. The captain, the chief engineer, the chief steward and the purser were excluded from the bargaining unit.*

6. *Canadian Navigators' Federation* and certain of its officers for personnel employed aboard the ss. *Island Connector* by the *Inter Island Steamship Co. Limited, Montreal*, in the classifications of first, second and third officer, and second, third and fourth engineer. The captain, the chief engineer and the chief steward were excluded from the bargaining unit.

7. *Canadian Navigators' Federation* and certain of its officers for personnel employed aboard the ss. *Gulf Port* by the *Gulf Ports Steamship Co. Limited, Montreal*, in the classifications of first, second and third officer, and second, third and fourth engineer. The captain and the chief engineer were excluded from the bargaining unit.*

8. *Canadian Navigators' Federation* and certain of its officers for personnel employed aboard the ss. *North Pioneer* by *North Pioneer Steamship Co. Limited, Montreal*, in the classifications of first, second and third officer, and second, third and fourth engineer, and assistant purser. The captain, the chief engineer, the chief steward and the chief purser were excluded from the bargaining unit.*

9. *Canadian Brotherhood of Railway Employees & Other Transport Workers* and certain of its officers for clerks and messengers employed by *Canadian National Railways* in the "WI" office of the Railway Telegraph Department at Winnipeg.*

10. *National Association of Marine Engineers of Canada, Inc.*, and an officer for engineering officers, including the chief engineers, employed by *Niagara, St. Catharines and Toronto Railway Company (Canadian National Steamers)* on vessels operating between Port Dalhousie, Ont., and Toronto.*

11. *Canadian Brotherhood of Railway Employees & Other Transport Workers, Division 32*, and certain of its officers for stationary engineers employed by *Canadian National Railways* in the engineer's department of the Prince Arthur Hotel, Port Arthur, Ont. The chief engineer was excluded from the bargaining unit.*

Applications for Certification Rejected

1. *Canadian Seamen's Union* affecting unlicensed personnel employed by the *Davie Shipbuilding and Repairing Co. Limited, Lauzon, P.Q.*, on the Tugs ss. *Busy Bee*, ss. *Chateau* and ss. *Manoir* (L.G., May, 1947, p. 661). Following a hearing, the Board rejected the application for the reason that the tugging operations carried on by the company were incidental to its shipbuilding

* Following an investigation of the application.

** Following an investigation of the application and a representation vote.

activity, the application thus falling within the jurisdiction of the Quebec provincial authorities.

2. *Canadian Brotherhood of Railway Employees & Other Transport Workers* affecting certain employees of *Canada Coach Lines, Limited, Hamilton, Ont.* (L.G., June, 1947, p. 795). Following the taking of a representation vote ordered by the Board, the application was rejected for the reason that it did not have the support of a majority of the employees affected, 113 employees voting for the applicant organization out of 300 who cast ballots. Some 322 were eligible to vote.

3. *National Association of Marine Engineers of Canada, Inc.*, affecting marine engineers employed by the *Upper Lakes & St. Lawrence Transportation Co. Limited, Toronto* (L.G., July, 1947, p. 958). Following the taking of a vote of the marine engineers, excluding chief engineers, employed on the 27 vessels operated by the company, the Board rejected the application for the reason that it did not have the support of a majority of the employees affected. Out of 48 employees eligible to vote, 13 voted for the applicant organization.

Representation Votes Ordered

1. *Canadian Brotherhood of Railway Employees & Other Transport Workers; Hull City Transport Employees' Syndicate*, applicants, and *Hull City Transport Limited, Hull, P.Q.* (L.G., July, 1947, pp. 958, 959). Following an investigation of the two applications, the Board ordered a representation vote of the chauffeurs and garage employees, with the names of both applicant organizations on the ballot and excluding the office employees from the unit. Messrs. R. H. Taber and E. H. Menard, Ottawa, were appointed by the Board as Returning Officers to supervise the ballot.

2. *Local 508, International Longshoremen's & Warehousemen's Union, and Empire Stevedoring Co. Limited, Vancouver* (L.G., July, 1947, p. 958). Following an investigation of the application, the Board ordered a representation vote of deepsea longshoremen employed by the company in the ports of Chemainus, Crofton, Ladysmith and Nanaimo, B.C. The names of the applicant organization and of Local 38/164, International Longshoremen's Association, will appear on the ballot. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, was appointed as Returning Officer to supervise the vote.

3. *Local 508, International Longshoremen's & Warehousemen's Union, and Canadian Stevedoring Co. Limited, Vancouver* (L.G., July, 1947, p. 958). Following an investiga-

tion of the application, the Board ordered a representation vote of deepsea longshoremen employed by the company in the ports of Chemainus, Crofton, Ladysmith and Nanaimo, B.C. The names of the applicant organization and of Local 38/164, International Longshoremen's Association, will appear on the ballot. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, was appointed as Returning Officer to supervise the vote.

4. *Canadian Seamen's Union, and Brit-american, Limited, Vancouver* (L.G., July, 1947, p. 959). Following an investigation of the application, the Board ordered a representation vote of the unlicensed personnel of the deck, engine room and steward's departments on the Tanker *Britamerican*, excluding the purser from the unit. The names of the applicant organization and of the Seafarer's International Union of North America, will appear on the ballot. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, has been appointed Returning Officer to supervise the vote.

5. *International Brotherhood of Electrical Workers, Local B1405, and Arctic Radio Corporation, Flin Flon, Man.* (L.G., July, 1947, p. 959). Following an investigation of the application, the Board ordered a vote of the employees affected, excluding the manager, the janitor and the sports caster from the bargaining unit. Mr. R. H. Hooper, Industrial Relations Officer, Winnipeg, has been appointed Returning Officer to supervise the vote.

Applications for Certification Withdrawn

1. *Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Air Lines, Limited, Winnipeg* (L.G., April, 1947, p. 525). Following an investigation of the application and a hearing of the parties concerned, including the Order of Railroad Telegraphers and the International Association of Machinists, the application was withdrawn by the Vice-President of the applicant organization.

2. *Canadian Seamen's Union and Driftwood Lands and Timber Limited, Sault Ste. Marie, Ont.* (L.G., June, 1947, p. 795). The application was withdrawn by an officer of the applicant organization.

3. *Canadian Navigators' Federation and Charlevoix-Saguenay Navigation Co. Limited, Montreal (M.V. Jacques Cartier)* (L.G., June, 1947, p. 796). The application was withdrawn by an officer of the applicant organization.

4. *Canadian Union of Boilermakers & Iron Shipbuilders, Local 3, and Davie Shipbuilding and Repairing Co. Limited, Lauzon, P.Q.*

(unlicensed personnel on Tugs ss. *Busy Bee*, ss. *Chateau*, ss. *Manoir* (L.G., July, 1947, p. 959). Following an investigation of the application and a hearing of the parties, the application was withdrawn by the President of the applicant organization.

5. *Canadian Seamen's Union and Lower St. Lawrence Transport Co. Limited, Rimouski, P.Q.* (unlicensed personnel on ss. *Jean Brillant*, ss. *Matane* and ss. *Rimouski*) (L.G., July, 1947, p. 959). The application was withdrawn by the Vice-President of the applicant organization.

6. *Canadian Union of Boilermakers & Iron Shipbuilders, Local 3, and Davie Shipbuilding and Repairing Co. Limited, Lauzon, P.Q.* (engineers on Tugs ss. *Busy Bee*, ss. *Chateau*, and ss. *Manoir*) (L.G., July, 1947, p. 959). This application was received from and withdrawn by the applicant organization during July.

7. *National Association of Marine Engineers of Canada, Inc., and Standard Oil Co. of British Columbia, Vancouver*, covering a unit of marine engineers. This application was received from and withdrawn by the applicant organization during the month of July.

Applications for Certification Received During the Month of July, 1947

1. *Canadian Seamen's Union* on behalf of unlicensed personnel of the ss. *Pelee* operated by *The Pelee Shipping Company, Limited, St. Thomas, Ontario*.

2. *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 32*, on behalf of stationary engineers employed in the engineer's department of the *Prince Arthur Hotel, Port Arthur, Ontario*, by the *Canadian National Railways*. This application was certified during the month; see also under "applications granted" this article.

3. *Canadian Union of Boilermakers and Iron Ship Builders, Local 3*, on behalf of chief and second engineers employed on Tugs ss. *Busy Bee*, ss. *Chateau* and ss. *Manoir* by the *Davie Shipbuilding and Repairing Company Limited, Lauzon, P.Q.* This application was withdrawn during the month.

4. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of the *Canada Steamship Lines, Limited, Montreal, P.Q.*

5. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Paterson Steamships Limited, Fort William, Ontario*.

6. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels operated by *Upper Lakes and St. Lawrence Transportation Company, Limited, Toronto, Ontario*.

7. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of the *Quebec and Ontario Transportation Company Limited, Montreal, P.Q.*

8. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Branch Lines Limited, Sorel, P.Q.*

9. *Canadian Seamen's Union* on behalf of unlicensed crew, including deckhands, watchmen, wheelsman, cooks, second cooks, firemen, boilers and quarters, of ss. *Makaweli*, operated by *Lakeland Tankers Limited, Toronto, Ontario*.

10. *Flin Flon Base Metal Federal Union No. 172* on behalf of hourly-rated employees in the research department of the *Hudson Bay Mining and Smelting Company Limited, Flin Flon, Manitoba*.

11. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Northwest Steamships Limited, Toronto, Ontario*.

12. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *National Sand and Material Company Limited, Toronto, Ontario*.

13. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Hindman Transportation Company Limited, Owen Sound, Ontario*.

14. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Maritime Towing and Salvage Limited, Halifax, N.S.*

15. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Foundation Maritime Limited, Halifax, N.S.*

16. *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 182*, on behalf of all employees of the *Toronto Terminals Railway Company, Toronto, Ontario*, employed in the restaurant (oak room, lunch room and soda fountain), consisting of cashiers, waitresses, waiters, chefs, cooks, etc., except the supervisor in charge.

17. *National Association of Marine Engineers of Canada, Inc.*, on behalf of marine engineers employed by *Standard Oil Company of British Columbia, Limited, Vancouver, B.C.* This application was withdrawn during the month.

18. *National Association of Marine Engineers of Canada, Inc.*, on behalf of marine engineers employed by *Britamerican Limited, Vancouver, B.C.*

19. *National Association of Marine Engineers of Canada, Inc.*, on behalf of Marine engineers employed by the *Shell Oil Company of British Columbia Limited, Vancouver, B.C.*

20. *National Association of Marine Engineers of Canada, Inc.*, on behalf of licensed engine room personnel and electricians employed on *M.V. Huascaran* by *North American Transport Company Limited, Montreal, P.Q.*

21. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Sincennes-McNaughton Line Limited, Montreal, P.Q.*

22. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of red cap porters employed at the *Vancouver Station* by the *Canadian Pacific Railway Company.*

23. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Lloyd Tankers Limited, Toronto, Ontario.*

24. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of the *Lake Erie Navigation Company Limited, Walkerville, Ontario.*

25. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Great Lakes Lumber and Shipping Limited, Fort William, Ontario.*

26. *Canadian Seamen's Union* on behalf of quartermasters, deckhands, oilers, firemen, first and second cooks, messmen, and porter employed by *Northumberland Ferries Limited, Charlottetown, P.E.I.*

27. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Algoma Central Steamship Company, Sault Ste. Marie, Ontario.*

28. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Abitibi Navigation Company, Limited, Toronto, Ontario.*

29. *Canadian Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Coal Carriers Corporation Limited, Brockville, Ontario.*

30. *National Association of Marine Engineers of Canada, Inc.*, on behalf of chief engineers, second engineers and third engineers employed on *ss. Bruce Hudson* and *ss. Joan Virginia* by *Lloyd Tankers Limited, Toronto, Ontario.*

31. *National Association of Marine Engineers of Canada, Inc.*, on behalf of the chief, second, third, fourth and fifth engineer employed on the *ss. Coalfax* by *Coal Carriers Corporation Limited, Brockville, Ontario.*

32. *National Association of Marine Engineers of Canada, Inc.*, on behalf of chief engineers and second engineers employed on the *Tugs Edward C. Whelan* and *Lisgar* by *Consolidated Bridging Company Limited, Fort William, Ontario.*

33. *Canadian Lake Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Canada Steamship Lines, Limited, Montreal, P.Q.*

34. *Yellowknife District Miners' Union (Local 802, International Union of Mine, Mill & Smelter Workers)* on behalf of sewer and water project employees, except the general foreman, superintendent and office staff, of *Northern Construction Company and J. W. Stewart Limited, Yellowknife, N.W.T.*

35. *Canadian Lake Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Sarnia Steamships Limited, Sarnia, Ontario.*

36. *Canadian Lake Seamen's Union* on behalf of unlicensed personnel employed on vessels of *Colonial Steamships Limited, Sarnia, Ontario.*

Applications for leave to prosecute GRANTED

1. *Canadian Seamen's Union*, applicant, and *Canada Steamship Lines, Limited.*

2. *Canadian Seamen's Union*, applicant, and *Colonial Steamships Limited, and Captain Scott Misner.*

3. *Canadian Seamen's Union*, applicant, and *Sarnia Steamships Limited, and Captain Scott Misner.*

The Board separately granted the three applications mentioned above, finding in each case that collective agreements had been entered into between the union and each of the three companies under date of September 3, 1946.

The union had alleged a breach of the *Wartime Labour Relations Regulations, P.C. 1003*, by the companies and officials who were said to have refused to issue passes to representatives of the union which would permit them to board vessels, as provided in the collective agreements between the companies and the union, and to have issued such passes to another labour organization.

In giving its decisions, the Board expressed the hope that the parties would make a

settlement of their differences without recourse to court proceedings.

REFUSED

1. *Hull City Transport Limited, Hull, P.Q.*, applicant, and the *Canadian Brotherhood of Railway Employees and Other Transport Workers and Mr. J. E. Dore and Mr. L. Rivet*.

The Board refused the company leave to prosecute the union and the two persons who were said to have attempted to organize the employees of the company into the union during working hours at their place of employment, thereby allegedly violating Section 20(2) of the Regulations.

The Board announced that Reasons for Judgment would be given in the matter at its next meeting.

2. *Canadian Seamen's Union*, applicant, and *Captain Scott Misner, President, Colonial Steamships, Limited, and Sarnia Steamships, Limited, and Captain Norman Reoch, Oper-*

ating Manager, Canada Steamship Lines, Limited.

The Board refused its consent to the prosecution of Captain Scott Misner and Captain Norman Reoch. The application had alleged that the two officials had violated the Regulations by offering financial support to an official of the union.

The Board announced that Reasons for Judgment would be given at its next meeting.

Reasons for Judgment issued during July

1. *Quebec Longshoremen's Union, Local 1*, applicant, and *Albert G. Baker Limited, Anglo-Canadian Pulp and Paper Mills Limited, and Canadian Import Company Limited, Quebec, P.Q.* In the July issue of the *LABOUR GAZETTE* (p. 958) it was reported that these three applications had been rejected and that Reasons for Judgment would be given. The Board has given Reasons for Judgment as follows:—

Between: Quebec Longshoremen's Union, Local No. 1, Applicant, and Albert G. Baker Limited; Anglo-Canadian Pulp and Paper Mills Limited; Canadian Import Company Limited; Quebec, P.Q., Respondents and Quebec Ship Labourers' Benevolent Society Intervener.

The Board consisted of the Vice-Chairman and Messrs. Best, D'Aoust, Deschamps, Hills and Picard.

Reasons for Judgment

These are three applications, dated April 16, 1947, submitted by the Quebec Longshoremen's Union, Local No. 1, for certification of bargaining representatives for a bargaining unit consisting of employees employed at Quebec and Levis Harbour as longshoremen by each of Albert G. Baker Limited, Anglo-Canadian Pulp and Paper Mills Limited, and Canadian Import Company Limited, but excluding therefrom men who worked less than two months on such work during the shipping season. Subsequent to the filing of these applications, the applicant asked that for purpose of certification the Board use, as a standard for making a check of union membership, those employees employed as longshoremen appearing on the company payroll in each case at the opening of the 1947 navigation season. The applicant claimed to have as members a majority of such employees.

The Albert G. Baker Limited operates a master stevedoring business and supplies longshore labour at Quebec to a number of firms in the shipping business. At the first payroll date following the opening of the shipping season there were some 115 longshoremen on the company payroll.

Anglo-Canadian Pulp and Paper Mills Limited state that at the time of application they had not hired any longshore labour and did not expect to do so until some time in June, 1947.

In the case of the Canadian Import Company Limited there were some 71 longshoremen on the company payroll at the first payroll date following the opening of the navigation season.

The applications were opposed by the Quebec Ship Labourers' Benevolent Society.

Facts as disclosed are that for many years longshore or ship-loading labour has been supplied to shipping and import firms during the shipping season at Quebec and Levis Harbour by the Quebec Ship Labourers' Benevolent Society, from members of the organization which constitutes a longshoremen labour pool. The shipping season extends over some thirty weeks during the year and there are some 300 longshoremen in this group who are regularly assigned during the season for such work. To the extent that the required labour cannot be supplied from this group, casual workers from other sources are drawn on by employers for this purpose.

In the case of master stevedoring firms, such as the Albert G. Baker Limited, the company hires the men to carry out the firm's stevedoring contracts with various shipping or importing companies. In other cases, the

shipping or importing company hires directly through the Society.

In 1940, a collective agreement was entered into between the Shipping Federation of Canada, representing the great majority of the stevedoring and shipping companies operating in the port of Quebec and Levis, and the Society. This agreement was signed May 17, 1940, and by its terms was to continue in force until December 31, 1940, and thereafter from year to year unless or until either party served written notice on the other party at least sixty days prior to December 31, 1940, or sixty days prior to December 31 of any subsequent year. The Society claims that this agreement is still in force and operates as a bar to any application for certification at this time in so far as such applications for certification affect companies who are parties to the agreement. The companies whose names appear in the agreement are nine in number and include the Albert G. Baker Limited and Canadian Import Company Limited. These employers comprise, we are advised, the majority of the companies using longshore labour from the pool. The Society further claims that all members of the longshoremen group are members of the Society and that such of these men as are also members of the applicant organization do not constitute a majority of the said group.

The Board is of opinion that an appropriate bargaining unit comprising longshore labour at Quebec and Levis Harbour would be one consisting of the group of men regularly employed during the shipping season as longshoremen at Quebec and Levis Harbour by the firms and agencies hiring this class of labour. Men employed from other sources

intermittently as casual longshore labour, as distinguished from the foregoing, would not be appropriate for inclusion in this unit as they have not the same continuing or substantial interest in the working conditions applicable to this group.

The Board is of opinion that these applications should be rejected on the following grounds, namely:—

1. The applicant has not satisfied the Board that it has as members, within the meaning of section 5 (2) of the Regulations, the majority of employees in an appropriate bargaining unit.

2. Considering that the longshore group, with respect to which certification is desired, has provided longshore labour over a period of years to all employers at Quebec and Levis Harbour belonging to the Shipping Federation, as well as to other employers at this port, the Board is not disposed to consider applications affecting longshoremen employed by only a small minority of these employers, and where these employers employ less than a majority of longshore labour, without having before it at the same time applications with respect to the other employers employing longshore labour from the same group.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

L. P. PIGEON, Esq., K.C.,
for the Applicant.

C. G. POWER, Esq., K.C.,

J. LESAGE, Esq.,

G. D. DELANEY, Esq.,
for the Intervener.

Dated at Ottawa, July 29, 1947.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National), and, until May 15, 1947, such disputes in certain provinces were also referred to the Minister by the Provincial Boards in their respective jurisdictions. The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about

settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

I Assignment of Conciliation Officers

During July, 1947, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Canadian National Railways (Sleeping, Dining and Parlour Car Dept.) and Canadian

Brotherhood of Railway Employees and Other Transport Workers (CCL). Bernard Wilson, Conciliation Officer. (*See also III*).

Canadian National Steamships (Pacific), Canadian National Railways (B.C. Coast and Lakes Barge and Ferry Service), Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Union Steamships, Ltd., and Frank Waterhouse & Co. Ltd., and Canadian Merchant Service Guild (TLC). G. R. Currie, Conciliation Officer.

National Harbours Board, Vancouver, B.C., and Brotherhood of Railroad Trainmen. G. R. Currie, Conciliation Officer.

II Agreements Facilitated by Conciliation Officers or Applications Withdrawn

In the following cases, reports were received during July, 1947, from Conciliation Officers indicating the successful completion of negotiations with the signing of an agreement or the withdrawal of the application for intervention:—

Arctic Ice Co. Ltd., Winnipeg, Man., and Arctic Ice Employees' Unit, One Big Union. R. H. Hooper, Conciliation Officer.

Thos. Jackson & Sons Ltd., Winnipeg, Man., and Truck Drivers' Unit, One Big Union. H. S. Johnstone, Conciliation Officer.

McCurdy Supply Co. Ltd., Winnipeg, Man., and Truck Drivers' Unit, One Big Union. H. S. Johnstone, Conciliation Officer.

J. S. Nairn, Sydney, N.S., and Cape Breton Quarrymen's Union (CCL). H. R. Pettigrove, Conciliation Officer.

National Harbours Board (Grain Elevators at Montreal and Quebec, P.Q., and Cold Storage Plant at Montreal, P.Q.) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC). J. S. McCullagh, Conciliation Officer.

III Boards Established

During the month, Conciliation Boards were established to deal with disputes between the following parties:

Canadian National Railways (Sleeping, Dining and Parlour Car Dept.) and Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL). Bernard Wilson, Conciliation Officer. (*See also I*).

Canadian Pacific Railway Co. (Dining, Cafe and Buffet Car Employees) and Brotherhood of Railroad Trainmen. Bernard Wilson, Conciliation Officer.

Recommendations of Conciliation Officers Referred to Provincial Ministers of Labour

In the following case, a Conciliation Officer was appointed by the Minister of Labour before May 15, 1947, to deal with a dispute now falling within Provincial jurisdiction and he reported during the month of July that he had been unable to effect a settlement of the dispute and recommended the establishment of a Conciliation Board, and his recommendation was referred to the Minister of Labour for Manitoba:—

Bulman Bros. Ltd., Winnipeg, Man., and Local 31, Amalgamated Lithographers of America. H. S. Johnstone, Conciliation Officer (*vice* R. H. Hooper).

IV Boards Fully Constituted

Canadian National Railways (Freight Handlers on Montreal Wharf). The Conciliation Board established to deal with a dispute between Canadian National Railways (Freight Handlers on Montreal Wharf) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) was fully constituted on July 7, 1947, with the appointment of His Honour Judge C. E. Guerin, Montreal, as Chairman of the Board, on the joint recommendation of the other two members of the Board, T. R. Meighen, K.C., Montreal, and M. W. Wright, Ottawa, who had been appointed on the recommendation of the employer and employees respectively.

Canadian Pacific Railway Co. (Freight Handlers on Montreal Wharf) The Conciliation Board established to deal with a dispute between the Canadian Pacific Railway Co. (Freight Handlers on Montreal Wharf) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) was fully constituted on July 7, 1947, with the appointment of His Honour Judge C. E. Guerin, Montreal, as Chairman of the Board, on the joint recommendation of the other two members of the Board, T. R. Meighen, K.C., Montreal, and M. W. Wright, Ottawa, who had been appointed on the recommendation of the employer and employees respectively.

Canadian Pacific Railway Co. (Communications Dept.). The Conciliation Board established to deal with a dispute between the Canadian Pacific Railway Co. (Communications Dept.) and the Commercial Telegraphers' Union, Canadian Pacific System, Division No. 1 (AFL-TLC) was fully constituted on July 31, 1947, with the appointment of His Honour Judge F. W. Schwenger,

Hamilton, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, James P. Pratt, K.C., and Drummond Wren, both of Toronto, who had been appointed on the recommendation of the employer and employees respectively.

Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Canadian National Railways (B.C. Coast and Lakes Barge and Ferry Service), Canadian National Railways (B.C. Coast Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd. The Conciliation Board established to deal with a dispute between the Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Canadian National Railways (B.C. Coast and Lakes Barge and Ferry Service), Canadian National Railways (B.C. Coast Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and National Association of Marine Engineers of Canada Inc. (TLC) was fully constituted on July 18, 1947, with the appointment of J. Edwin Eades, Vancouver, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, G. E. Housser, K.C., and H. Gargrave, both of Vancouver, who had been appointed on the recommendation of the employer and employees respectively.

Boards Reconvened

Snyder's Ltd. On July 22, 1947, the Minister of Labour reconvened the Conciliation Board established to deal with matters in dispute between Snyder's Ltd., Waterloo, Ont., and its employees, members of Local 13, National Union of Furniture Workers and Allied Crafts (CCL). The Board, composed of His Honour Judge A. Cochrane, Brampton, Chairman, and J. E. Ferguson, Toronto, and Dr. Eugene

Forsey, Ottawa, members appointed on the nomination of the employer and employees respectively, submitted an interim report in October, 1946 (*See LABOUR GAZETTE* November 1946, pages 1570-71).

V Board Reports Received

During the month, Board reports were received in the following cases:

Acadian Lines Ltd. (formerly Wagner Tours Ltd.), Halifax, N.S., and Lodge 350, Brotherhood of Railroad Trainmen.

Archibald Coal Co. Ltd., Halifax, N.S., and Local 2, National Union of Coal Distributors (CCL).

Brandon Woollen Mills Co. Ltd., Brandon, Man., and Local 1, Brandon Woollen Mills Union (CCL).

Canadian Industries Ltd., Nobel, Ont., and Local 13031, District 50, Canadian Chemical Division, United Mine Workers of America (AFL-CCL).

City Dray Co., Winnipeg, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL).

S. Cunard & Co. Ltd., Halifax, N.S., and Local 2, National Union of Coal Distributors (CCL).

Manitoba Cartage & Storage Ltd., Winnipeg, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL).

National Cartage & Storage Ltd., Winnipeg, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL).

Thermoid Mould & Tool Works Ltd., Welland, Ont., and Local 523, United Electrical, Radio & Machine Workers of America (CIO-CCL).

Report of Board in Disputes Between Acadian Lines Ltd. (Formerly Wagner Tours Ltd.), Halifax, N.S., and Lodge 350, Brotherhood of Railroad Trainmen, and Between Acadian Lines, Halifax, N.S., and Lodge 234, Brotherhood of Railroad Trainmen.

On July 1, 1947, the Minister of Labour received the Report of the Board of Conciliation, the personnel of which was as follows: Honourable Mr. Justice W. F. Carroll, Halifax, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation by the other two members of the Board, Russell McInnes, K.C., Halifax, and W. T. Hayden, New Glasgow, appointed on the nomination of the employers and employees respectively.

Report of Board

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Honourable Sir: The Board of Conciliation established by you on the 3rd day of May, A.D. 1947, did enter upon the work of adjusting the dispute involving rates of pay and working conditions between the above parties. The disputes involving two Companies and two Unions were in general dealt with together.

A typewritten statement was read by Mr. J. J. Hendrick, V.P. of the Brotherhood of Railroad Trainmen and received by the Board, containing an exact history of the circuitous route of the negotiations between the parties, and indicating to some extent the line of cleavage. There was also a copy of the first agreement proposed by the employees, and the result of negotiations thereon reported by your Industrial Relations Officer, Mr. H. R. Pettigrove. Included also was a copy of a reply dated February 17 on behalf of the Companies, including a proposed agreement containing a clause or suggestion that thereafter rates of pay should be on the mileage basis with the rates set out. The acceptance of those rates by the employees would be the acceptance of a considerable cut in wages or pay. Also presented by Mr. Hendrick was a new proposed agreement on behalf of the employees which was placed before your Board as a basis for discussion and negotiation.

There was some general discussion on the whole situation then and afterwards. The representatives of the employers and the accredited bargaining agents of the employees were ultimately given a week to discuss and negotiate on the matters involved and to report results. The Board were not to be present while these discussions were being held. Both parties agreed to the arrangement.

The report was that no agreement was possible.

The Board finally decided that its members would draft an agreement which might be satisfactory to all. The agreement was drafted. It was satisfactory to all the members of the Board as being *fair and reasonable*. It was presented to the Bargaining Agents for the Employees and to Mr. Thompson, who carried on negotiations on behalf of the Employers. The Bargaining Agents for the Employees expressed their willingness to sign the agreement. Mr. Thompson for the Company refused to consider the agreement. A copy of this proposed agreement is annexed hereto and we think should have been accepted by the employers. Indeed, while Mr. McInnes, the employers' representative on the Board, makes a separate report, he is in agreement with the undersigned that it is fair and reasonable and he and Mr. Hayden, the employees' representative, agreed on its terms before presenting it to their respective parties. The Chairman did think that the basic pay of spare bus drivers should be \$120 per month, but the other two members agreed on the amount set out in the agreement, namely, \$125 per month.

The Chairman, having regard to the whole record of negotiations, and what transpired

before the Board, is of opinion that Mr. Thompson, who represented the Companies, had and has little interest in entering into a working agreement with the employees.

We think that the agreement is as already stated a fair and reasonable one and should be accepted by the Employers, as it is in reality the result of an agreement entered into by the members of your Board.

(Signed) W. F. CARROLL,
Chairman.

(Signed) W. T. HAYDEN,
Member.

Minority Report

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Mr. Minister:

I have gone over the Agreement being submitted to you by the Chairman of the above named Conciliation Board.

The Companies involved gave their bus drivers a substantial increase in pay on January 1, 1947, and in my opinion a further increase cannot be justified at the present time.

Apart from the wage increase, the differences between the Companies and their bus drivers are only technical and could be agreed upon without difficulty. Generally, I feel that the proposed agreement is fair and reasonable.

I am unable to concur in the finding of the other members of the Board.

Yours very truly,

(Signed) RUSSELL McINNES

Addendum to Report

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Honourable Sir:

There was sent to me on Saturday morning copies of documents which were sent by Mr. Thompson to his officials in the various terminal stations containing an outline of the proceedings which were both untrue and, in my opinion, a direct interference with the work of the Conciliation Board. Those documents were placed on the bulletin boards at Yarmouth and Truro and, I understand, at Amherst during the course of our negotiations and I want to say that I consider it a clear indication that Mr. Thompson was interfering with the work of the Board in attempting to draw away his employees from dealing further with their representatives.

(Sgd.) W. F. CARROLL

Report of Conciliation Board in Dispute Between Archibald Coal Co. Ltd., Halifax, N.S. and Local 2, National Union of Coal Distributors (CCL).

On July 2, 1947, the Minister of Labour received the Report of the Conciliation Board, the personnel of which was as follows: His Honour Judge K. L. Crowell, Bridgetown, N.S., Chairman, appointed by the Minister on the recommendation of the other two members of the Board, Russell McInnes, K.C. and H. A. Shea, both of Halifax, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour, Ottawa, Canada.

Dear Mr. Minister:

Your Board believes that it has exhausted every possibility of having a collective bargaining agreement signed by the Archibald Coal Company, Limited and your Board submits herewith the following findings:—

- (1) There is no dispute between the employees (members of Local 2) of Archibald Coal Company, Limited and

the said Company as to working conditions, working hours, rates of pay, etc.

- (2) That the members of the bargaining Committee have agreed to sign the agreement submitted with the amendments recommended by the Company, a copy of which you have on file.
- (3) That the said Company refuses absolutely to sign this or any other agreement; this attitude of the Company was again confirmed today.

Your Board recommends that this bargaining agreement together with the Company amendments incorporated therein being fair and reasonable should be entered in by both parties.

(Sgd.) K. L. CROWELL,
Chairman.

(Sgd.) RUSSELL MCINNES,
Member.

(Sgd.) H. A. SHEA,
Member.

Report of Board in Dispute Between Brandon Woollen Mills Co. Ltd., Brandon, Man., and Local 1, Brandon Woollen Mills Union (CCL).

On July 14, 1947, the Minister of Labour received the Report of the Conciliation Board, the personnel of which was as follows: His Honour Judge J. M. George, Morden, Chairman, appointed by the Minister on the joint recommendation of the other two members, R. B. Alexander and B. R. Constable, both of Brandon, who were appointed on the nomination of the employer and employees respectively.

Report of Board

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

The first session of the Board of Conciliation established by you on the 6th day of May, 1947, to deal with above matter was held at Brandon on June 12, at which submissions were made by Mr. W. T. White on behalf of the Union and by Mr. McQuarrie, Solicitor for the Company. Owing to the unavoidable absence of Mr. J. C. Maillard, Manager of the Company, the session was then adjourned to June 23.

At the second session Mr. Maillard made available to the Board copies of the auditor's statement for the private consideration of the members thereof. It was quite apparent at this session that the Company did not take

much exception to a raise in pay, except on the ground that they were financially unable to assume any further liability, and to do so might put the Company out of business. The session resolved itself into a discussion of the financial position of the Company and its possibility of increasing profits by more efficiency of employees through increased wages. This did not seem possible.

The Company had taken over a bankrupt concern four years ago, assuming heavy liabilities. With obsolete machinery and no capital with which to purchase new machinery, and which cannot even be purchased at the present time, the Company is working under a very great handicap. Although making slight progress, it is the opinion of this Board that the Company cannot very well improve its position until it is able to secure more efficient machinery and thereby reduce its operating costs. This does not seem possible at the present moment, and it would appear that any agreement entered into would be by way of experiment to see whether increased wages under present circumstances could be justified, and this the Board suggested to both parties.

It was finally suggested on behalf of the Company, and agreed to on behalf of the Union, that the hearings be adjourned to July 7, in order that the Board might consider

the facts and then bring in at the next session a proposal for consideration. This suggestion was carried out.

In the interval the Board, after careful study of the facts, felt that a slight increase in wages was essential, but this increase must be based, not on a comparison with what other similar mills in Canada are paying, but on the Company's ability to pay, without too greatly endangering its financial structure.

When the hearings re-convened on July 7, the Chairman outlined to both parties the opinion of the Board regarding above matter, and suggested as the unanimous opinion of the Board, that for the present at least, there should be an increase in wages not to exceed 10 per cent of that paid in 1946, which after taking into consideration income tax, meant a net increase of overhead to the Company by approximately $7\frac{1}{2}$ per cent of the wages paid the previous year.

The Board then submitted to them a new schedule of wages on above basis. Mr. Maillard considered them reasonable and admitted his desire to put them into force with certain modification, and the Board was satisfied from the remarks of Mr. White that he was prepared to recommend same to the employees for approval.

Mr. Maillard did, however, object to payment for all statutory holidays named in the Manitoba Minimum Wage Act, where the employee was receiving at least the minimum wage set forth in said Act without payment for holidays, stating that as being within his powers according to his interpretation of said Act. When it was suggested to him by the Board that he sign the Agreement with a schedule of wages attached thereto, as suggested by the Board, he then took exception to the terms of the Agreement itself, with particular reference to the setting up of a grievance committee, and stated that in any case he would not sign any Agreement as he was definitely opposed to putting his signature to any document that had reference to the union activities. It was then found necessary to give a further adjournment to July 11 to enable him to re-consider, and, if necessary, to take the matter up with his Directors, and also allow Mr. White an opportunity to discuss with the employees the new wage schedule proposed by the Board.

On resuming the hearings on July 11, both parties were again asked to make any further comments they wished to make with regard to the proposals formerly submitted to them by the Board, and if after re-consideration of the same they were prepared to accept them.

Mr. White showed his readiness to co-operate with the Board to any reasonable degree, but Mr. Maillard, to the disappointment of the Board, was still adamant in his refusal to sign any agreement, or to even discuss any proposal that might justify him in doing so. When asked if he would write a letter setting forth such terms as he was agreeable to, and agreeing to carry out those terms, he refused even to go that far.

It has become quite apparent to the Board throughout the hearings that Mr. Maillard resents any dictation on the part of the Union and his employees, and displayed very little of that co-operative spirit and good faith which should exist between Management and Labour, which he displayed most in refusing to even consider the setting up of a grievance committee or a Labour-Management Committee, both of which the Board considers essential to the successful operation of the plan. Mr. Maillard appears to be willing to rely on the good will which he thinks already exists between him and his employees, many of whom have been with him for some time. As to whether or not he is justified in doing so remains to be seen.

Mr. Maillard being so determined in his stand, and not being prepared to alter his decision to any degree whatever, the Board had no other alternative but to dispense with further hearings, which they did with regret, and to report to you the results of its conferences and make such recommendations as it sees fit.

R. H. Hooper, in his report to you, enclosed a copy of a tentative agreement which he indicated as being satisfactory to both parties, and that the only matter still in dispute was that of wages. He is borne out in that by the written submission of the Solicitor for the Company in which he says, "The chief dispute between the parties hereto would appear to be that of wages. There is, of course, the question of the closed shop which the Union insists upon but which the Company will not agree to under any circumstances or on any conditions whatsoever."

As to the latter part of above quotation, there was no insistence on the part of the Union that there be a closed shop, therefore leaving only in dispute the matter of wages. The opinion of the Board so far expressed is borne out by the written submissions of the parties concerned, and which are attached to this report.

The Board, in its recommendations, does not therefore consider it necessary to submit any

new Agreement, other than that already forwarded to you by Mr. Hooper, other than to suggest the following addition and changes:—

That Clause 7 thereof be amended by adding to the end thereof the following, "Such Grievance Committee shall consist of members of the Union who have been employed by the Company continuously for a period of at least one year."

That paragraph 8, Sub-Sec. (a) be amended by adding the word "Dominion" before the word "Minister" in the second last line thereof.

That in view of the financial position of the Company, and the consequent great need for efficiency in the operation of the plant, that the formation of a Labour-Management Committee would be in the interests of all concerned, and it is therefore recommended that the following paragraph be added to the Agreement as paragraph 17:—

"17. It is agreed by the parties that within a reasonable time following the inception of this Agreement a Labour-Management Production Committee will be instituted on a basis mutually agreed upon by the parties hereto."

That the following schedule (A) of classification, wages, etc., referred to in paragraph 15 of the said Agreement be attached to said Agreement.

Schedule A

CLASSIFICATION	Starting Rate	Operators' Rate
<i>Male Help</i>		
Carding		
Fulling		
Spinning	..... .57	.60
Wool Washing	..... .50	.55
Dyeing	..... .62	.67
General Mill Help	.. .50	.55
<i>Female Help</i>		
Automatic 2 machine operators	..... .50	.55
Manual 1 machine operator	..... .50	.55
Beaming/Warping		
Twisting/Whipping	.40	.45
Spooling/Reeling		
Drying/Baling	.35	.40
Napping/Sorting		
Cutting/Finishing		

The basic week for all employees shall be 44 hours.

All workers will be paid at the rate of time and one-half for all hours worked over and above the regular weekly hours.

All holidays designated as such by the Minimum Wage Act for Manitoba shall be observed as holidays without deduction of pay therefor.

Every employee shall be entitled to one week's vacation with pay for each full year's service after the first year of service, and to two weeks' vacation with pay for each full year's service after five years' service with the Company.

Should any employee desire to work on a piece work basis rather than on the above schedule of wages, he or she may be permitted to do so, on mutual arrangement between the Company and said employee.

Each employee shall be entitled to the operator's rate of pay, shown above not later than six months after the date of his employment.

All of which is respectfully submitted,

Yours very truly,
Board of Conciliation
Per J. M. GEORGE,
Chairman.
ROBERT B. ALEXANDER,
Member.
B. R. CONSTABLE,
Member.

Supplementary Report

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Sir:

In the matter of Brandon Woollen Mills Co. Ltd., Brandon, Man., and Local No. 1, Brandon Woollen Mills Union (C.C.L.), this board has completed its work, but failed to arrange a settlement.

I am in complete accord with the Board's report, but beg to submit, in addition, the following:

The very definite opposition to the Union on the part of the Company was evident to me from the first session and, as I pointed out to my fellow Board members, would be the factor which would interfere with any attempt to bring about a settlement, as well as being a direct effort on the employer's part to deny his employees their rights under Section No. 4, Sub. Sec. (1) P.C. 1003, while taking full advantage by his own admission, of Sec. No. 4, Sub. Sec. (2) P.C. 1003.

During the hearings the employees representative, Mr. W. T. White, made allegations to the effect that since the formation of this

Board, wage increases had been granted to some employees.

To my mind this is a further effort to discredit the employees union and a direct violation of Sec. No. 21, Sub. Sec. No. 4 in so far as it is a change of condition relating to

hours of work, and I recommend that action be taken under Sec. No. 42.

Respectfully submitted for your consideration.

Yours truly,
(Sgd.) R. B. CONSTABLE,

Report of Board in Dispute Between Canadian Industries Ltd., Nobel, Ont., and Local 13031, Canadian Chemical Division, District 50, United Mine Workers of America (AFL-CCL).

On July 15, 1947, the Minister of Labour received the Report of the Conciliation Board, the personnel of which was as follows: Honourable Mr. Justice W. D. Roach, Chairman, and L. A. Landriau, K.C., and Herbert Orliffe, members appointed on the nomination of the employer and employees respectively. All three reside in Toronto. Mr. Landriau was appointed a member of the Board on May 12, 1947, following the death of Gerald H. Brown, Ottawa, who had been appointed to the Board originally on the nomination of the employer.

Report of Board

To:

The Honourable the Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established by you herein submitted its unanimous interim report under date the 20th day of May, 1947, setting out the terms of an interim settlement upon which the parties had agreed with respect to the only matters that were still in issue between them, viz., wages and union security, and pointing out that at the request of the parties this whole matter was left otherwise in abeyance until the 3rd day of July of this year.

On the 3rd of July last your Board again met with the parties at the City of Toronto, and we hereby submit our further and final report as follows:—

RE WAGES

The wage rates under the former agreement varied, according to classifications of employees, from 74 cents to \$1.04 per hour. As was pointed out in your Board's interim report, under the terms of the settlement brought about at the earlier meetings of your Board with the parties, these rates were increased by 3 cents per hour, retroactive to January 15 last, being the date of expiry of the former agreement. The Union had demanded an increase of 10 cents per hour. During the recess since your Board's interim report, the Company had made some investigation of wages paid in industries that were,

at least in some respects, comparable to the Company's business, and in the same district. As a result the Company increased its offer by 5 cents per hour, that is, a total increase of 8 cents per hour; that additional increase of 5 cents to be retroactive to May 24 last. The Union refused to accept that offer and still insisted on its original demand. We regret that your Board was unable to bring about a settlement on this issue.

RECOMMENDATIONS

The Union's demand had been put upon three footings—

- (a) Wage rates paid in allegedly comparable industries at various places in the Province of Ontario.
- (b) The increase in the cost of living.
- (c) The ability of the Company to pay.

Dealing with these reasons in inverse order:

The Company does not set up any inability to pay.

The increase in the cost of living and wage rates paid in allegedly comparable industries may very well be considered together.

It is undisputed that the wage rates formerly in effect at this plant had been mutually agreed upon between the parties after careful and exhaustive consideration. The history of industrial relations at this plant is excellent and it was manifest to your Board that at no time in the past several years has there been any deliberate overreaching by the union in the matter of wages or any effort on the part of the company to unduly depress them. Having regard to these respective attitudes we think it fair to assume that as of the dates when those various wage rates were put into effect they were fair and reasonable and adequate and were so considered by both parties. This is not a submerged or isolated industry or one in which the industrial relations including wages were outside the general pattern. The union through its district and International officers who were familiar with wage scales generally were in a position to advise and it must be assumed did advise the employees

on the subject of wage rates. It was in that setting that wage rates and classifications were formerly settled between the parties.

Starting with that premise it became pertinent to inquire to what extent the undisputed increase in the cost of living justified or made necessary an increase in those rates. Wage rates must of necessity bear a relation to the cost of living but in our opinion it is not desirable or sound that the former should be entirely governed by the latter. The cost of labour forms a large part of the cost of production, and it is inevitable that as the former increases so does the latter. Production costs affect the ultimate consumer, whether he is buying eggs or explosives. If each time wages are increased there is to be an increase in the cost to the consumer it follows that wages can never keep pace with the cost of living. We do not pretend to be expert economists, but it seems to us that it is in the interest of both industry and labour that they direct their joint efforts to bring about stabilization. We believe that in this instance both the company and the union are keenly aware of the necessity for such joint effort.

During our discussions with the parties we had submitted to us recent adjustments in wage rates in various other industries located elsewhere in this province. The percentage of increase in some instances was slightly greater than the increase offered by this company, but we think any such slight difference would be offset by the higher cost of living in those other places. Having regard to all the foregoing, we recommend that there should be an increase of 8 cents per hour, as offered by the Company, but that the same should be retroactive to January 15, 1947. This retroactive

feature would implement a previous written undertaking by the Company to the Union.

UNION SECURITY

Under the last collective agreement between these parties the Company provided special facilities to enable the stewards to collect union dues on pay days. That method has not proved entirely satisfactory. There are always some laggards who fall behind no matter what facilities are provided to collect from them. The company argued that it was the business of the Union and not of the company to deal with those individuals. There is some merit in that argument but in view of the history of good relations between this company and its employees in this plant the majority of this Board, as hereinafter indicated, think that the company might profitably lend assistance to the union in the collection of union dues. It would indicate a spirit of further good will and make for an increase of confidence in the minds of the employees.

The union demanded a union shop. We recommend against it.

The undersigned Chairman and Mr. Orliffe recommend, however, that the company grant and the union accept voluntary check off revocable on sixty days' notice. The undersigned Mr. Landriau does not agree with this recommendation and recommends instead a continuance of the system in operation under the former agreement.

*All of which is respectfully submitted.

Dated this 11th day of July, 1947.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) HERBERT ORLIFFE.
(Sgd.) L. A. LANDRIAU.

Report of Conciliation Board in Dispute Between City Dray Co., Winnipeg, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL).

On July 1, 1947, the Minister of Labour received the Report of the Conciliation Board, the personnel of which was as follows: J. E. L. Graham, Chairman, appointed by the Minister on the recommendation of the other two members of the Board, M. Feely and A. M. Israels, appointed on the nomination of the employer and employees respectively. All three reside in Winnipeg.

Report of Board

The Hon. the MINISTER OF LABOUR,
Ottawa, Canada.

Sir: The Board of Conciliation which was appointed by you to inquire into the above-

mentioned matter has the honour to report and recommend as follows:—

The first session of your Board was held at the offices of the Labour Department, Winnipeg, on Tuesday, May 13, 1947. Subsequent sessions were held May 20, 29, June 4, 6, and 20.

The employees were represented by: Mr. H. A. Chappell, General Representative of the Canadian Brotherhood of Railway Employees and Other Transport Workers; Mr. G. S. Jones, Special Representative; Mr. G. Reeves, Local Chairman. The City Dray Company was represented by: Mr. A. S. Boulton, President; Mr. B. C. Parker, Solicitor.

From 1938, collective agreements covering rules, working conditions, and rates of pay have existed between the City Dray Company and a committee of its employees, members of the Canadian Brotherhood of Railway Employees and Other Transport Workers—Division 205. The employees governed by these agreements are classified as Chauffeurs, a classification which according to the last agreement of June 1, 1946, includes any employee "who is in charge of, and operates a motor vehicle such as a truck, semi-trailer, tractor for hauling trailers, etc." At present there are 54 such employees on the payroll of the Company and affected by this dispute.

On October 15, 1946, the Brotherhood initiated negotiations with the Company for the provision of a wage increase of 21 cents an hour. The dispute before your Board arose from the failure of these and later negotiations assisted by an Industrial Relations Officer to provide for wage rates mutually satisfactory to both parties. The sole issue confronting your Board was the question of the basic rates of pay for the employees concerned.

The present wage scale, established in 1944, and as set forth in Article 8 of the last agreement between the Company and the Brotherhood is as follows:—

First six months cumulative service	54c per hour
After six months cumulative service	59c per hour

It is however provided and agreed that no Chauffeur who completes all the hours of labour within any week which the Company requires of him shall be paid for such week less than the amount which he was previously entitled to on a weekly rated basis, namely:—

	Cartage	Contract
First year	\$23.20	\$23.20
Second year	24.20	24.20
Third and subsequent years	25.70	24.20

As its primary objective, your Board sought an immediate resumption of negotiations between the Company and the Brotherhood. Accordingly, with the exception of a final session with the President of the Company, joint sessions were convened with the representatives of both parties.

At the first session of your Board, the Brotherhood requested (1) an increase of 21 cents an hour in the current wage rate of the employees, (2) such increase to be made retroactive to January 1, 1947. The contention of the Brotherhood as summarized in its brief submitted at this session was, in part, as follows:—

No attempt is made in this submission to give detailed comparative rates, within or without the industry—although the scope to

do this is practically unlimited—as we feel that any such comparisons are at the moment, irrelevant. The question before the Board is the inadequacy of the rates presently being paid to the employees subject to this inquiry, to meet the current, and ever-increasing, costs of living, let alone provide a reasonable and decent standard of living for these workers. In this connection, we submit that the hourly rate that would be created by granting the increase of 21c per hour, as asked herein, would be the minimum necessary to do this.

In support of its contention, the Brotherhood cited a calculation of the weekly income required for a "minimum standard of living" based on figures of the Dominion Bureau of Statistics for the year 1946. This calculation indicated weekly earnings of \$37.17 as a necessary minimum. The Brotherhood declared that with the requested increase of 21 cents an hour, the employees would "no more than meet" the "minimum standard of living" figure calculated for 1946, a figure which would have to be substantially adjusted to conform with the subsequent increase in the cost of living.

It was further suggested that considerable as the increase in the cost of living is, as measured by the official cost of living index, the full impact of higher living costs upon the low income worker is even greater than the index represents, and, indeed, constitutes for the employees concerned "an almost impossible economic crisis". This followed from the fact that for the major items in the budget of the low income worker, the price increases have been considerably greater than their weighting in the official cost of living index would reveal. The price changes affecting the staple foods, the major single item of the low income budget would, it was argued, represent a more realistic indication of the seriousness of the increased living costs for the low income worker. Reference to the "Dominion Average Price Relations" in the *LABOUR GAZETTE*, April, 1947, would show alarming increases in the average retail prices of the majority of the basic commodities listed. Moreover, the gradual removal of price ceilings and rental controls further accentuated the difficulty with respect to such other items as rent, fuel, and clothing, which were especially significant in the low income budget.

Although it was primarily concerned with the inadequacy of the present wage rates in terms of present living costs, the Brotherhood also referred to the increasingly onerous and exacting services rendered by the employees. It contended that today a truck driver in the employ of the Company must be an efficient and responsible operator in increasingly difficult traffic conditions; and, further, that as delivery of freight is now less frequently

accepted at the truck side, he has the additional duty of carrying freight, usually without assistance, into the premises of consignees. The Brotherhood declared, however, that the request for an increased wage rate was related entirely to the increased cost of living. The sole contention of the Brotherhood was the increasing disparity between the employees' weekly earnings at present rates and the weekly earnings required to provide the basic necessities of life at present prices.

The attitude of the Company was expressed in the first instance by its President, Mr. A. S. Boulton, and at a later session by its solicitor, Mr. B. C. Parker.

The Company contended that its financial position would not permit an increase in the wage rates at this time. Nor could it have envisaged an increase in the rates even in 1946, its most successful financial year. It pointed out that for that year had the Company paid out in a wage increase its entire net earnings after taxes, this would have allowed only one-third of the increase asked by the Brotherhood; and that had the Company granted the full increase demanded, it would have been faced with a considerable deficit.

Reviewing the operations of the business since its establishment in 1894, the Company stated that since its major source of additions to capital had been its profits, no dividends had been declared until 1940; and it suggested that for subsequent years, with the exception of 1942 when no dividends had been declared, the Company had only been able to pay a relatively modest dividend of five per cent.

With respect to its present and future earning position, the Company declared that from 1924 there had been a consistent downward trend in the net profit earned per truck. This situation had only been temporarily improved with the abnormally high gross earnings of the war years. Already, it was stated, gross earnings showed a marked decline, having fallen by 20 per cent over the first four months of 1947 compared with the same period of the previous year.

In explanation of the unfavourable development in its earning position, the Company referred to the exigencies of its particular business, and the developments in the cartage business in general. It offered two types of service; a general cartage service available on call, and a less profitable "contract" service to particular firms. Its business had been about equally divided between these two services. The Company declared that its own earning position had recently been seriously impaired due to the loss of two of its largest and most remunerative accounts gained during wartime in its general cartage business.

The Company further stated that its competitive position in the general cartage business was becoming increasingly untenable in the face of the very considerable increase in the number of small, independent operators. Of 1,510 dray licences issued by February 1947, 670 had been issued to operators of one truck; by May 1, dray licenses issued had increased to 1,620. The Company felt that this situation tended to disrupt the fair and stable rate structure for its services upon which it depended for the maintenance of its earnings. As a result of this type of competitive encroachment upon its general cartage business, where its most remunerative accounts had already been lost, an increasing proportion of the Company's business was being confined to the less profitable "contract" business. Thus because of these developments in its own business and in the industry as a whole, the Company declared that neither its present nor prospective earnings could absorb any further wage increase.

As far as its present wage rates were concerned, the Company pointed out that drivers' wages represented a continuously increasing proportion of gross earnings, having increased from 32.8 per cent of gross earnings in 1937 to 41.6 per cent in 1946. The increase in the cost of living, it was stated, had been somewhat less than the increase in the earnings of the employees.

Referring to rates and working conditions elsewhere in the industry, the Company suggested that its employees occupied a favourable comparative position. And taking into account the pay for the nine statutory holidays and vacations as provided in the last agreement, it stated that a rate of 63 cents an hour was actually being paid for hours worked.

The Company added that it was seriously considering the inauguration of a profit-sharing plan with its employees. Under the plan the employees would receive 50 per cent of the profits. The Company felt that by this means it might provide an incentive for its drivers to improve the efficiency of its operations sufficiently to meet the increasing competitive pressures in the industry, and at the same time, allow the Company to increase the earnings of its employees. The Company contended that a profit-sharing plan appeared to be the only practical arrangement under present circumstances that could be beneficial both to itself and its employees.

From an examination of the data submitted by the Company and the Brotherhood in support of their respective positions, your Board concluded that there were grounds for a modification of the claims of both parties, and a resumption of negotiations. In the course of the discussions which followed, the

Brotherhood indicated that upon considering the position of the Company as presented to your Board, it might be prepared to make some revision in its request for a 21 cent increase. The Company, on the other hand, while prepared to resume negotiations, stated that it could only amend its original position to the extent of offering its employees a choice of (1) a wage rate of 60 cents an hour and 50 per cent of the Company's net profits, or (2) a rate of 62½ cents an hour, which represented an increase of 3½ cents calculated on the basis of an equal division of the net profits of the Company for 1946. The Brotherhood could not accept these terms as a basis for the resumption of negotiations.

The request that the wage rate for the employees concerned in this dispute be raised to 80 cents an hour was based almost exclusively on the contention that their present rate of 59 cents cannot provide even a "minimum" standard of living. There can be no doubt that the current level of living costs has considerably reduced the real income of the employees. While your Board feels that the rate should be adequate to maintain a "minimum" standard of living, it would, nevertheless, find it difficult to arrive at any precise formulation of the rate required for this purpose. At the same time, your Board is of the conclusion that the present rate of 59 cents an hour does not allow the employees to maintain their real income to the extent to which they are entitled, and that accordingly the rate should be raised.

Further, from the evidence submitted, and in view of the duties and qualifications of the employees concerned, your Board concludes that the present rate does not permit an appropriate differential above prevailing rates for common labour, and is not sufficiently related to prevailing rates for occupations of comparable duties and qualifications.

On the other hand, the impossibility of granting an increase in the rate of 21 cents as requested by the Brotherhood was argued almost entirely in terms of the financial inability of the Company to grant any increase whatever, let alone one as substantial as this. After an examination of certain of the financial statements of the Company together with cost and other operating data concerning its business prior to, during, and since the war,

your Board agrees that an increase of 21 cents would be considerably in excess of the present financial ability of the Company. This is evident particularly in view of the present trend in the gross earnings of the Company.

At the same time, the earning capacity of the Company seems to have permitted it to support a wholly owned subsidiary, Boulton Motors Ltd., to the extent of an investment of \$45,000. And through its internal financial policy, over recent years the Company appears to have developed with some success a favourable capital and surplus position. It should also be added that during the proceedings of your Board, the Company was in process of a reorganization making it and its subsidiary separate entities of a new holding company, and reducing its capital from \$76,000 to \$30,000. From the evidence before it, your Board has reason to believe that the Company has been unduly pessimistic with respect to its recent and its probable earning capacity, and its financial ability to increase the earning of its employees.

After careful consideration of the contentions of both parties and the evidence submitted, your Board finds and recommends as follows:

- (1) Under present circumstances, a rate of 70 cents an hour would be more appropriate for the classification of employees involved in this dispute.
- (2) Recognizing the particular position of the City Dray Company, your Board unanimously recommends that its wage scale be revised to provide a rate of 64 cents an hour for the first six months' cumulative service, and a rate of 67 cents an hour after six months' cumulative service.
- (3) The increase in the rates should be retroactive to June 1, 1947, the expiry date of the last agreement.

Winnipeg, 28th June, 1947.

(Sgd.) JOHN E. L. GRAHAM,
Chairman.

(Sgd.) A. MONTAGUE ISRAELS,
Member.

(Sgd.) M. FEELY,
Member.

Report of Conciliation Board in Dispute Between S. Cunard & Co. Ltd., Halifax, N.S., and Local 2, National Union of Coal Distributors (CCL).

On July 2, 1947, the Minister of Labour received the Report of the Conciliation Board, the personnel of which was as follows: His Honour Judge K. L. Crowell, Bridgetown, N.S., Chairman, appointed by the Minister

on the joint recommendation of the other two members of the Board, Col. W. N. Wickwire, K.C. and H. A. Shea, both of Halifax, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Mr. Minister:

Your Board is of opinion that it has exhausted every possibility of having a collective bargaining agreement signed by the aforesaid S. Cunard Company, Limited, and your Board submits herewith its findings and recommendations:

1. There is no dispute between the employees (members of Local 2) of the aforesaid company and the company as to working conditions, hours of work, etc.

2. That the members of the bargaining committee representing the employees are prepared to sign the agreement submitted having incorporated therein the written recommendations of the company.

3. Notwithstanding the fact that negotiations were being carried on between the said company and the duly certified bargaining representatives under the provisions of P.C. 1003 in an endeavour to effect a collective bargaining agreement, the company illegally negotiated with and entered into a written agreement with a newly organized company association.

4. That the company having entered into the agreement referred to in paragraph three

herein, it now refuses to negotiate further with, or enter into any agreement with Local 2.

5. That in the opinion of your Board, this agreement entered into by and between the said company and the newly formed company association is illegal under the provisions of P.C. 1003 and should not be recognized in this dispute.

6. That your Board being of opinion that the collective bargaining agreement as submitted by the bargaining representatives having incorporated therein the written submissions offered by the company is fair and reasonable, recommends that the company as well as Local 2 be instructed to accept the same as the bargaining agreement between the company and Local 2.

7. Your Board further recommends that new bargaining representatives be elected by Local 2, employees of the company, on which employees of the company shall have membership.

All of which is respectively submitted by all the members of your Board.

(Sgd.) K. L. CROWELL,
Chairman.

(Sgd.) H. A. SHEA,
Member.

(Sgd.) W. N. WICKWIRE,
Member.

Report of Board in Dispute Between Manitoba Cartage and Storage Ltd., Winnipeg, Man., and Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL).

On July 4, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Honourable Mr. Justice J. B. Coyne, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Morrison and A. Montague Israels, appointed on the nomination of the employer and employees respectively. All three reside in Winnipeg.

Report of Board

To the Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Sir: The questions before the Board are: (1) Wages; (2) Hours. The employees involved are chauffeurs and warehousemen.

They ask an increase to 80c per hour, instead of the present 59c. The Company offers 65c per hour.

The employees ask a 48 hour week. Now they are liable for 51 hours. The Company

say that 75 per cent of the men at any time do not work more than 48 hours; that the present working hours amount to 6½ hours per day, with 22 miles travel on the average, the balance of the day being waiting time, but only 25 per cent of the men work over 48 hours, the time over that being pretty well distributed among them; and that this demand on the whole amounts to an increase of 1 per cent in wages.

Both men and Company agree that by 1938 wages had increased very considerably over those of the depression period, and that since then, wages have increased in keeping with or somewhat in advance of cost of living in Winnipeg. But the employees say that more recently, and particularly since the removal of price controls, this condition no longer obtains. They also say that irrespective of the relationship of their wages to living costs, their wages are relatively less than others in the community engaged in much the same kind of work, and that their position *relatively* to that of employees in other lines of

business is lower than it used to be. Their claim, therefore, is based in considerable measure upon the relative standard of living.

The Company's answer to the claims is that in view of its past business and present prospects, its past earnings and its prospective earnings, the Company cannot pay more than the amount it has offered; that the Company's business consists almost exclusively of two classes:—

(1) business done for the railways, in respect of which they have an exclusive contract;

(2) other business in respect of which the Company is in competition with numerous cartage companies and individuals in the City of Winnipeg.

In regard to (1), the Company says that the rate which they receive from the railways is too low, and the information that has been placed before this Board indicates that the railways pay higher for this service, not only in a number of the large centres, but also in a number of smaller places, and in some cases twice as much as they pay in Winnipeg. That is not a matter which we have investigated fully, as we have not had the railways before us, and we are not in a position to do more than report what has been stated to us both by the employers and the employees.

The employees have a feeling that perhaps the employers have not pressed strongly enough for increased remuneration from the railways, and it is not unnatural if they should feel this, since the results which the employees would like to see have not been attained.

Our view is, however, that the employers have done their best to obtain higher remuneration and that is obviously in their own interests.

The railways are reported to have gone so far as to say that if wages and other costs increase, the railways will give further consideration to the tolls that they pay to the employer. That, however, is too indefinite a basis upon which this Board could make any recommendation, and too indefinite for the Company to be able to make any larger suggestion of wage than they have made.

In regard to (2), there are no minimum cartage rates by law as there are, for instance, in Toronto. There is keen competition here, a good many trucks being owned and operated by individuals, sometimes with the assistance of members of their family, and there is no union covering the employees of any but the large cartage companies.

The Company does a warehousing business. It represents that it has made a loss in the last two years on the cartage business and

that the profit on the warehousing in one year has been merely sufficient to enable them to break even.

The Company has paid in various years, a dividend up to but not exceeding in any year, three per cent. The employees have had the advantage of some perusal of the financial statements before this Board was formed.

We have not gone into the question of the propriety of the depreciation allowance, but from general knowledge, we conclude that the depreciation allowance, if we were to express an opinion, is too low rather than too high.

The employer has intimated that if they were able to do so, and had any assurance of continued flow of business in present or greater volume, they would be glad to pay a larger wage.

It has been suggested that in regard to (2) above, this Board should recommend that the proper authorities acquire the power and fix minimum cartage tolls. This, however, is too wide a question, and has too many aspects for this Board to express an opinion upon the matter. It involves questions of public policy and economics beyond our scope or time or capacity.

In regard to (2), we have no solution to offer.

The Board must, however, express extreme regret that both employer and employees are in the clutch of circumstances over which they have not been able to exercise any control. The Board must also observe that other Boards have sat and made recommendations in the past in respect of substantially this same problem between the same parties, but owing to intervening circumstances the recommendations of the last Board could not be implemented and the solutions suggested were not acted upon. Without concurring in all there recommended, this Board does feel that this state of stalemate should not be allowed to continue; that the railways should be pressed to make larger allowance for their services, it being noted that the railways themselves pay their own employees for quite similar services at a much higher rate than the employer involved in the work of this Board is able to pay; that the question of minimum cartage tolls should be given immediate consideration by the proper authorities. The Board, under present circumstances, cannot recommend anything more than the employer has offered, and it comes to this conclusion with regret.

The Board would like to note the admirable presentation on both sides, which while vigorous was courteous, and also to note and commend the amicable relations that exist between employers and employees.

All of which is respectfully submitted.

(Signed) J. B. COYNE,
Chairman

(Signed) J. W. MORRISON,
Member

Minority Report

To: The Honourable The Minister of Labour.
Sir:

It is with regret that I must advise you of my inability to concur in the report submitted by the majority of this Board.

The procedure towards conciliation was brought about by the failure of the parties to reach agreement on the matters of wages and hours of employment.

It appears that the relationship between the parties have been cordial and harmonious and although the employees have for some time considered their wage position inequitable and trying they have exercised consideration and restraint.

The employees rested their presentation before this Board on the basis of minimum need and their depressed rate of pay compared with identical employment in other cities in Canada and comparable employment in Winnipeg.

The Brief of the Brotherhood showed that the first collective Agreement negotiated with the Employer in 1938 provided for a rate of 45 cents per hour for chauffeurs and \$21.20 per week of six days for warehousemen which rates were based on a week of 48 hours. Following the Order-in-Council P.C. 7440 the cost-of-living bonus was added and when subsequently included in the wages brought the rate up to 55 cents per hour for all employees. In June, 1944, this rate was increased by 4 cents per hour, bringing the rate up to the current one of 59 cents per hour.

The Brief details the sharp rise in the cost of living which according to the Index of the Dominion Bureau of Statistics stood at 133.1 on May 1, 1947. That the tendency was towards further rise was instanced by the rise of 2.5 in the month ended May 1 and the further removal of price controls.

The Employer has shown that its hourly rates in percentage have exceeded the percentages of increase in the cost of living as reflected in the Index of the Dominion Bureau of Statistics but this has given little satisfaction to the workers who received an annual wage of \$1,069 in 1941 when the Minister of Labour said that a worker earning \$25 per

week had to spend practically his entire earnings on the necessities of life (LABOUR GAZETTE 1941—p. 405).

The increase to 65 cents per hour offered by the Employer would give each employee an average annual wage of \$1,647 while the estimated average expenditure for maintaining an average working class family of two adults and three children, according to the Home Economist of the Family Bureau for the City of Winnipeg is \$168.10 per month or \$2,017.20 per year.

I believe that the Brotherhood has established that the rate of 65 cents per hour offered by the Employer is not sufficient to provide the Employees with the recognized minimum standard of living.

It has also been established that these Employees, despite their acknowledged skill and responsibility receive a lower rate of pay than the lowest skilled railway employee (sweepers receive 68 cents per hour) and from 17 to 28 cents less per hour than the men doing comparable work for the Railway Express and Freight Services.

The rejoinder of the Employer to the above companies was that they couldn't be considered analagous as they were not taken from industries in a similar competitive frame. It was also shown that the four large warehouse and cartage businesses in Winnipeg paid, with very slight variation, an hourly rate of 59 cents.

The Employer does not oppose the Employees' request for a wage increase on the ground of its inability to pay but states that its wage rate is consistent with its policy of providing continuous annual employment. It also suggests that it is apprehensive of fixing wages on its present operating revenues since they are at an all-time high and a decline of 10 per cent in volume could not economically sustain a wage rate of 65 cents per hour. No financial statement was exhibited to demonstrate this suggestion.

The Employer takes the position that any greater increase in wages can only be granted with increased profits and this is prevented:

1. Because 45 per cent of its cartage business is done with the Canadian Pacific Railways under exceedingly low contract rates.
2. Because it risks losing its general business to unequal competition should it be free to raise its rates.

However understandable these problems may be, they are peculiarly the problems of the Employer and though of long duration the Employer has not demonstrated any strenuous effort toward their solution before this Board. The Employer could justifiably press for an upward revision of its contract rates with the Railway which appear to be about

the lowest for any comparable city in the Dominion on the ground that these rates depress the wages of workers beneath the minimum recognized as a living standard.

The Employer has also failed to take any initiative in following the recommendation of the last Board, that sat to conciliate a similar dispute in 1941, to seek municipal or provincial intervention to stabilize the cartage industry with respect to the needs of the City and rates which would make possible economic operation for the Employer with fair wages and security of employment to the employee.

For the above reasons I am impelled to urge that some attempt be made to re-establish

the real wages of the Employees and recommend:

1. That the rates currently paid to the employees be raised eleven cents per hour.
2. Payment of an overtime rate of time and one-half for all work performed in excess of 8½ hours Monday to Friday inclusive and 5½ hours on Saturdays.
3. The above increases to be retroactive to January 1, 1947.

The whole of which is respectfully submitted.

Winnipeg, July 4, 1947.

(Sgd.) A. M. ISRAELS

Report of Board in Dispute Between National Cartage and Storage Ltd., Winnipeg, Man., and Canadian Brotherhood of Railway Employees and Other Transport Workers (CCL).

On July 4, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Honourable Mr. Justice J. B. Coyne, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, J. W. Morrison and A. Montague Israels, appointed on the nomination of the employer and employees respectively. All three reside in Winnipeg.

Report of Board

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Sir:

The questions before the Board are:— (1) Wages; (2) Hours. The employees involved are chauffeurs and warehousemen.

They ask an increase to 80 cents per hour, instead of the present 59 cents. The Company offers 65 cents per hour.

The employees ask a 48-hour week. Now they are ~~able~~ for 51 hours. The Company say that 75 per cent of the men at any time do not work more than 48 hours; that the present working hours amount to 6½ hours per day, with 22 miles travel on the average, the balance of the day being waiting time, but only 25 per cent of the men work over 48 hours, the time over that being pretty well distributed among them; and that this demand on the whole amounts to an increase of 1 per cent in wages.

Both men and Company agree that by 1938 wages had increased very considerably over those of the depression period, and that since then, wages have increased in keeping with or somewhat in advance of cost of living in Winnipeg. But the employees say that

more recently, and particularly since the removal of price controls, this condition no longer obtains. They also say that irrespective of the relationship of their wages to living costs, their wages are relatively less than others in the community engaged in much the same kind of work, and that their position *relatively* to that of employees in other lines of business is lower than it used to be. Their claim, therefore, is based in considerable measure upon the relative standard of living.

The Company's answer to the claims is that in view of its past business and present prospects, its past earnings and its prospective earnings, the Company cannot pay more than the amount it has offered; that the Company's business consists almost exclusively of two classes:—

- (1) business done for the railways, in respect of which they have an exclusive contract;
- (2) other business in respect of which the Company is in competition with numerous cartage companies and individuals in the City of Winnipeg.

In regard to (1), the Company says that the rate which they receive from the railways is too low, and the information that has been placed before this Board indicates that the Railways pay higher for this service, not only in a number of the large centres, but also in a number of smaller places, and in some cases twice as much as they pay in Winnipeg. That is not a matter which we have investigated fully, as we have not had the railways before us, and we are not in a position to do more than report what has been stated to us both by the employers and the employees.

The employees have a feeling that perhaps the employers have not pressed strongly

enough for increased remuneration from the railways, and it is not unnatural if they should feel this, since the results which the employees would like to see have not been attained.

Our view is, however, that the employers have done their best to obtain higher remuneration and that is obviously in their own interests.

The railways are reported to have gone so far as to say that if wages and other costs increase, the railways will give further consideration to the tolls that they pay to the employer. That, however, is too indefinite a basis upon which this Board could make any recommendation, and too indefinite for the Company to be able to make any larger suggestion of wage than they have made.

In regard to (2), there are no minimum cartage rates by law as there are, for instance, in Toronto. There is keen competition here, a good many trucks being owned and operated by individuals, sometimes with the assistance of members of their family, and there is no union covering the employees of any but the large cartage companies.

The Company does a warehousing business. It represents that it has made a loss in the last two years on the cartage business and that the profit on the warehousing in one year has been merely sufficient to enable them to break even. We have had some particulars of the financial operations of the Company, and the annual statements of the Company for the last seven years, which verify these statements of the employer.

The Company has paid in various years, a dividend up to but not exceeding in any year, 3 per cent, and in 1945 suffered a considerable loss. The employees have had the advantage of some perusal of the financial statements before this Board was formed.

We have not gone into the question of the propriety of the depreciation allowance, but from general knowledge, we conclude that the depreciation allowance, if we were to express an opinion, is too low rather than too high.

The employer has intimated that if they were able to do so, and had any assurance of continued flow of business in present or greater volume, they would be glad to pay a larger wage.

It has been suggested that in regard to (2) above, this Board should recommend that the proper authorities acquire the power and fix minimum cartage tolls. This, however, is too wide a question, and has too many aspects for this Board to express an opinion upon the matter. It involves questions of public policy and economics beyond our scope or time or capacity.

In regard to (2), we have no solution to offer.

The Board must, however, express extreme regret that both employer and employees are in the clutch of circumstances over which they have not been able to exercise any control. The Board must also observe that other Boards have sat and made recommendations in the past in respect of substantially this same problem between the same parties, but owing to intervening circumstances the recommendations of the last Board could not be implemented and the solutions suggested were not acted upon. Without concurring in all there recommended, this Board does feel that this state of stalemate should not be allowed to continue; that the railways should be pressed to make larger allowance for their services, it being noted that the railways themselves pay their own employees for quite similar services at a much higher rate than the employer involved in the work of this Board is able to pay; that the question of minimum cartage tolls should be given immediate consideration by the proper authorities. The Board, under present circumstances, cannot recommend anything more than the employer has offered, and it comes to this conclusion with regret.

The Board would like to note the admirable presentation of both sides, which while vigorous was courteous, and also to note and commend the amicable relations that exist between employers and employees.

All of which is respectfully submitted,

(Sgd.) J. B. COYNE,
Chairman.

(Sgd.) J. W. MORRISON,
Member.

Minority Report

To: The Honourable The Minister of Labour.
Sir:

I. I regret to have found myself in disagreement with the recommendations made by the majority of this Board and am taking the liberty to state the reasons for my non-concurrence in them.

II. The matters in difference between the Employer and Employees which were referred to us for conciliation were wages and hours of employment.

III. The cordial relationship which prevailed between the parties throughout the conciliation proceedings is deserving of mention and commendation despite the failure to reach agreement.

IV. The Employees asked for the following increases in their hourly wage rates:

	From	To
Warehousemen—		
Under 6 months' service.....	59	80
Over 6 months' service.....	62	83
Chauffeurs—		
Under 6 months' service.....	54	75
Over 6 months' service.....	59	80
Helpers—	54	75

The increases were urged on the basis of minimum needs and the depressed existing rates compared with identical employment in other cities in Canada and employment comparable in skill and physical exertion in the City of Winnipeg.

V. The Brief filed on behalf of the Employees showed that the first collective agreement negotiated between the parties in 1938 fixed the pay of chauffeurs at \$100 per month for the first six months of employment and \$107.50 per month thereafter. Helpers were paid 35 and 40 cents per hour. The foregoing rates were paid on a basis of 48 hours per week and overtime was paid on a straight time basis.

In 1939 the rates were revised giving chauffeurs and helpers 45 cents per hour for a fifty-one hour week with time and one-half for overtime.

Under P.C. 7440 commencing 1941, the rates were increased by the addition of the cost of living bonus and in 1944 the following wage rates went into effect:

	Hourly Rate cents	Hours per Week	Overtime cents
Chauffeurs—			
(less than 12 months' service)....	54	51	81
(12 months' service and over)	59	51	88½
Warehousemen—			
(less than 12 months' service)....	59	48	88½
(12 months' service and over).....	62	48	93
Helpers	54	51	81

The latest collective agreement entered into in July, 1946 did not change the above schedule with the exception of chauffeurs who are paid 59 cents per hour and warehousemen 62 cents per hour after six months' service.

VI. The Employees' Brief cites the Index of the Dominion Bureau of Statistics to prove that the cost of living has risen a fraction over 33 per cent from 1939 to May 1, 1947. It also quotes the Dominion Bureau of Statistics statement that it required \$37.17 per week in the summer of 1946 to maintain a minimum standard of living and demonstrated that the cost of living was rapidly mounting weekly with the disappearance of subsidies and controls.

VII. The Employer's Brief in reply shows that the index has only risen 24.8 per cent for the Winnipeg region whereas it increased its wages in the same time 31.1 per cent for chauffeurs, 20 per cent for Helpers and 26.6 for warehousemen. It also shows that the average annual wage per employee in 1939 was \$1,000 whereas it was \$1,500 at the end of 1946.

VIII. Although the percentages are impressive the wages have been consistently depressed. In 1941 these Employees were all earning less than \$25 for a fifty-one hour week at which time the Minister of Labour instructed that a worker earning \$25 per week had to spend practically his entire earnings on the necessities of life (LABOUR GAZETTE 1941—p. 405—Minister of Labour's suggestions on application of P.C. 7440). According to the Home Economist of the Winnipeg Family Bureau it requires \$2,017.20 per year to maintain an average working class family of two adults and three children in living accommodation that rents for \$25 per month.

IX. I hold that the Employees have established that they are not receiving sufficient wages to maintain what is recognized as a minimum standard of living.

X. It has also been established that these Employees, despite their acknowledged skill and responsibility, receive a lower rate of pay than the lowest skilled railway employees (sweepers receive 68 cents per hour) and from 17 to 28 cents per hour less than men performing comparable duties in the Railway express and freight services.

XI. The Employer rejects the above comparisons since they are not made with employees in competitive industries and listed the rates of pay received by employees working for four of the largest cartage businesses in Winnipeg which average 59 cents per hour.

XII. The Employer concedes that the present wages are inadequate but pleads inability to increase them without creating a deficit. It lays the blame for this situation: 1. Upon the low cartage rate it receives from the Canadian National Railways and which covers about 56 per cent of its cartage business; and 2: Upon its inability to meet the unequal competition of non-union operated cartage at higher rates when it will be free to raise them.

XIII. I am not satisfied that the Employer has made the effort with the Railway that this situation has long called for. It is suggested that the Railway would respond to the revision upward of the wage rate but the Employer did not take the initiative and this is obviously what has influenced the Employees to start these proceedings.

XIV. No one has undertaken to justify the large differential in the rates between Toronto, Vancouver and Winnipeg which is directly reflected in the low wages paid here.

XV. With regard to the fear of unfair rate-cutting competition, how does the Employer explain the retention of its contract with the Railway which would manifestly be unattractive to any but the largest operators in the business?

XVI. I do not understand why the people engaged in this industry have taken no step towards obtaining its regulation by a public authority with regard to rates and service to meet the need of the community. Such regulation would stabilize the industry and allow a fair wage and security for the

Employees. This was shown in the level of wages and rates for cartage in cities where there is public regulation of this business.

I therefore respectfully recommend:

1. That the rates currently being paid to the employees be raised eleven cents per hour.
2. That payment of the overtime rate of time and one-half commence after 8½ hours in each day Monday to Friday and after 5½ hours on Saturday.
3. That the above increases be retroactive to the expiry date of the last Agreement.

The whole of which is respectfully submitted.

Winnipeg, July 4, 1947.

(Sgd.) A. MONTAGUE ISRAELS.

Report of Board in Dispute Between Thermoid Mould & Tool Works Ltd., Welland, Ont., and Local 523, United Electrical, Radio and Machine Workers of America (CIO-CCL).

On July 11, 1947, the Minister received the final Report of the Conciliation Board, the personnel of which was as follows: Dr. Alexander Brady, Toronto, Chairman, appointed by the Minister on the joint recommendation of the other two members: M. A. Seymour, K.C., St. Catharines, and Dr. H. G. Forster, Welland, appointed on the nomination of the employer and employees respectively.

Report of Board

June 26, 1947.

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:

The Board appointed by you in this case now begs to submit an additional report to that submitted in April and to be regarded as its final report.

The circumstances of the case were very briefly described in the first report, and those circumstances have not altered. Consequently the Board has no need to add any fresh recommendations to those made in April. In its simplest terms the situation is this: the Company will sign an agreement that is nominally between the Company and the United Electrical, Radio and Machine Workers of America, but is actually between the Company and a "General Committee" consisting of employees selected by secret ballot three days after the signing of the agreement. The Company proposes that this General Committee shall have all the authority usually vested in a grievance committee, safety committee, negotiating committee or any other committee usually provided for in a collec-

tive bargaining agreement. The United Electrical, Radio and Machine Workers, Local 523, will not sign an agreement establishing such a Committee because it does not recognize the Union's proper authority as the certified bargaining agent.

In its former report this Board pointed out that the Company was obligated to deal with the Union through the usual procedure of collective bargaining recognized in the P.C. 1003. It can only now reiterate its view that the Company should properly recognize the Union as long as the Union is the certified bargaining agent of the employees. The terms of the Company's proposals do not properly recognize the Union, and no chance of agreement is possible while the Company is adamant on this matter.

All of which is respectfully submitted.

Dated at Toronto, 26th day of June, 1947.

(Sgd.) ALEXANDER BRADY.

(Sgd.) M. A. SEYMOUR.

(Sgd.) HARVEY FORSTER.

Supplemental Report

I concur in the report of the board. I wish to point out further that refusal to properly recognize the union, is not "negotiating in good faith and making every reasonable effort to conclude a collective agreement", as P.C. 1003 required. I see no reason why the onus for the enforcement of labour legislation should rest upon the union, and recommend that this situation be referred to the proper enforcement officers.

(Sgd.) HARVEY FORSTER.

Interim Report

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board appointed by you in this case now begs to submit a report.

The history of this case is easily described. The Union in question was certified as the bargaining agent for the employees and an agreement was signed on November 10, 1945. That agreement has apparently not been terminated by formal notice of termination. The Union on October 10, 1946 submitted proposed amendments, and negotiations were commenced. The agreement would now appear to be terminated by effluxion of time, unless the parties agree to extend the period of negotiation.

A special difficulty in the negotiations was occasioned by a request to the Company by twenty-five employees (December 6, 1946) that wages, hours of work and other conditions should be negotiated through a shop committee rather than through the Union. The Company drafted a proposed agreement which was intended to meet in some degree the wishes of the employees, but the Union declined to negotiate on the basis of a draft that did not properly recognize its position as the certified bargaining agent, and at that point negotiations ended.

The Board met the parties in Welland on March 1 and heard the recital of circumstances mentioned above as presented by Mr.

L. R. Leaver and Mr. R. B. Law, K.C. representing the Company and by Mr. C. R. Sullivan and Mr. C. L. Dubin representing the Union.

The Board recognizes the difficult position in which the Company was placed by the petition of the employees submitted on December 6. But it would like to emphasize that the Union is the certified bargaining agent of the employees and that with it the Company should deal through the usual procedures of collective bargaining between a Union and a Company. Since this process of bargaining was interrupted by the incident of December 6, the Board would recommend that the Company and Union should recommence negotiations in order to renew their former agreement or reach a fresh agreement. If the parties cannot, after negotiations, reach an agreement, the Board will be ready to meet them and to assist them in their negotiations. Its present report may, therefore, be regarded in the nature of an interim report on the case. But it expresses the hope that the parties may, through their own efforts, succeed in reaching an agreement.

All of which is respectfully submitted.

Dated at Toronto this 14th day of April, 1947.

(Sgd.) ALEXANDER BRADY,
Chairman.

(Sgd.) M. A. SEYMOUR,
Member.

(Sgd.) HARVEY G. FORSTER,
Member.

Appointment of Industrial Disputes Inquiry Commissions under Wartime Labour Relations Regulations, P.C. 1003

**Canada Steamship Lines, Ltd., Colonial Steamship Co. Ltd. and
Sarnia Steamship Co., Ltd.**

A THREATENED strike by members of the Canadian Seamen's Union led to the appointment by the Minister of Labour on July 18, 1947, of Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, as an Industrial Disputes Inquiry Commission to investigate differences between the Union and Canada Steamship Lines, Limited, of Montreal, P.Q., and the Colonial and Sarnia Steamship Companies, Limited, of Port Colborne, Ont.

The dispute arose out of the alleged non-fulfilment of the terms of a collective agreement entered into between the parties on September 3, 1946. There were three main

issues involving preferential hiring of members of the Canadian Seamen's Union, grievance and arbitration procedure, and the issue of passes to duly appointed shore delegates.

The Commissioner held numerous joint and separate conferences with representatives of the Companies and of the Union, and with the legal advisers of the parties, in Toronto, Montreal, Ottawa and Port Colborne. His report to the Minister of Labour was submitted on August 11, but at the time the LABOUR GAZETTE went to press had not been made public.

Conciliation Work of the Industrial Relations Branch during July, 1947, under the Conciliation and Labour Act

OFFICERS of the Industrial Relations Branch dealt with 10 industrial disputes during the month of July, involving 130 workpeople employed in 11 separate establishments. Of these, 5 were new disputes which originated during the month and 5 were situations which had been untermi- nated as of June 30, and received further attention in July. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and North-western Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries:

<i>Mining and Smelting, etc.</i>	
Coal Mining	1
Metal Mining	1
<i>Manufacturing</i>	
Vegetable Foods	1
Fur, leather and other animal products	1
Textile, clothing products, etc.	1
<i>Transportation and Public Utilities</i>	
Steam Railway	1
Water	4

Nature of Dispute or Situation:

Controversy	3
Arbitration	7

Predominant Cause or Object:

Increased wages and reduced hours..	1
Other causes affecting wages and working conditions	1
Discharge of workers for union membership or activity.....	1

Discharge of workers (other than in connection with union activity)...	1
Other union questions.....	2
Employment of particular persons...	1
Unclassified	3

Disposition:

Decision rendered in arbitration.....	1
Collective agreement signed after mediation	1
Dispute lapsed or called off; no further action required.....	1
Disposition pending	8

Method of Settlement:

Conciliation	1
Arbitration	3
Investigation only	1
Settlement pending	5

Food Products Workers, London, Ontario.—

In the latter part of June, 1946, the Minister of Labour received a joint request from representatives of the Kellogg Company of Canada, Limited, London, Ont., and the International Chemical Workers' Union, Local No. 171, for the appointment of the chairman of an Arbitration Committee to decide whether an employee of the company had been properly or improperly discharged.

The Minister appointed His Honour Judge Ian MacRae, of Strathroy, Ont., as chairman of the Board of Arbitration, the other members being Messrs. R. R. Evans, K.C., and Mr. B. D. Creighton, representing the company and Messrs. Wm. Edmiston and Frank Quaife, representing the union.

In the evidence submitted on behalf of the dismissed employee, it was brought out that he was elected president of the local union in October, 1946. He was apparently elected at an informal meeting, and the company later insisted upon another election in compliance of the provisions of the collective agreement, when he was again elected. It was submitted on behalf of the union that the company, having formerly accepted officials without a formal election, their requirement of one in this instance constituted a discrimination against the man in question. Evidence showed that the plant manager had commenced his duties with the Canadian plant in November, 1946, having returned from the Services, and he required that the collective agreement be complied with. The majority report of the Board found that the insistence upon a second

election did not establish discrimination upon the part of the company against the individual.

It was submitted by counsel for the employer that the union must establish that the action taken was in the nature of a discrimination against the employee due to his membership in the union, or in other words, that if discrimination in this regard was not established, the company had the sole responsibility of discipline, and that discipline included the right to discharge. It was submitted for the union that "to discipline" did not include discharge. The majority of the Board held that under a proper interpretation of the collective agreement, discipline would include a permanent discharge, but that in view of the Board's finding on the facts, it was unnecessary to rest the decision upon this ruling.

The ground for dismissal submitted by the company was "continued violation of the terms of the union agreement" in that the man in question "repeatedly took time off from his work without permission to hold prolonged discussions with other employees who were engaged in their own work". Many witnesses testified as to various instances occurring from the fall of 1946 to May 16, 1947. The Board found that, considering the verbal and written warnings which were given the man over a period of several months, and the occurrences which were clearly and definitely established by the evidence, it must be found that the man in question was properly discharged from the employ of the company.

The union's representatives of the Board of Arbitration dissented from the report of the majority.

Leather Products Workers, Oshawa, Ont.—Upon the joint request of representatives of the International Fur and Leather Workers' Union and the Robson Leather Company, Limited, Oshawa, Ont., the Minister of Labour early in July appointed Dr. Alexander Brady, of the Department of Political Economy, University of Toronto, as the chairman of a Board of Arbitration to deal with a dispute between the parties. The other members of the Board were Mr. R. R. Evans, K.C., of Hamilton, and Mr. Drummond Wren, of Toronto, representing the employer and employees respectively. The report of the Board had not been received at the end of the period under review.

Merchant Seamen, Great Lakes.—In the June, 1947, issue of the *LABOUR GAZETTE* (p. 820) it was reported that the Minister of Labour had established a Maritime Adjustment Board for the purpose of arbitrating

differences between the Canadian Seamen's Union and the Sarnia and Colonial Steamship Companies, Limited, Port Colborne, Ont., and in the absence of a nomination from the companies, had appointed Mr. J. Douglas McNish, K.C., of Toronto, to represent management. The union's representative was Mr. Irving Himel, of Toronto. Upon the joint nomination of the representatives of the companies and the union, Dr. Cecil A. Wright, K.C., of Toronto, was selected as chairman.

The report of the Arbitration Board, which is reproduced below, was not accepted by the companies, and as reported elsewhere in this issue of the *LABOUR GAZETTE*, the Minister of Labour subsequently took further steps in an endeavour to adjust differences between the Canadian Seamen's Union and these two companies, together with a third shipping company operating on the Great Lakes and St. Lawrence Waterways.

The Board's report read as follows:—

"Meetings of the Board were held at Osgoode Hall on Thursday, June 19, Monday, June 23 and Thursday, June 26. Mr. Wilkinson appeared for the Company at the first meeting. The Company was unrepresented at the meeting on Monday and the meeting on Thursday, June 25 was held to allow full participation by the Company and at this last meeting Capt. Scott Misener appeared along with counsel. The Union was represented by Mr. McManus throughout the three hearings.

"The situation before the Board is different from the usual arbitration case, inasmuch as the Company did not itself nominate a member of the Board and Mr. McNish was appointed, pursuant to Section 6 of the Memorandum of Agreement between the parties. Whether the Board was properly constituted and whether the Board as constituted had jurisdiction over the three matters which the Union placed before the Board was a question much discussed throughout the meetings. To obviate any possible questions of jurisdiction, the Company was asked finally whether they would consent to the Board dealing with the matters in dispute and when faced with this question, the Company refused so to consent. The Company did not argue for or against the jurisdiction of the Board, the attitude of the Company being expressed by Capt. Misener that there was no dispute between the parties. If one bears in mind this attitude of the Company, it is easier to understand the long drawn out proceedings resulting in the present hearing and easier to deal with the question of jurisdiction.

"There is no doubt in the Board's mind, after hearing the parties, that the Company's attitude that there is no dispute is wrong. There are at the present time two distinct issues arising under the Memorandum of Agreement very much in dispute between the parties as evidenced by what we have heard. It is clear that as early as January 13 of this year, the Union applied to the Company to name an arbitrator for the purpose of proceeding to an arbitration of the dispute. From then on, follows a long series of letters between the Union and the Company, and the Union and the Minister of Labour. It is true that the Company at no time "joined issue" with the Union. This, of course, is consistent with the express view of Capt. Misener that there is still no dispute. It was to meet such a situation that the present Memorandum of Agreement contained the clause empowering the Minister of Labour to appoint a Company nominee on the failure of the Company so to nominate within fifteen days after a request. Granting the existence of a dispute between the parties as to which there is no question; granting proper notice to the Company by the Union of the nature of the dispute which the Union wished to carry to arbitration, as to which there is also no dispute on the evidence; we are of opinion that the Board was properly constituted and that when the Minister of Labour, acting in place of the Company, nominated Mr. McNish to deal with the three matters in issue, the Minister recognized, on behalf of the Company, the existence of a dispute and accordingly referred it to arbitration proceedings.

"The Board raised the question of jurisdiction itself. The Company offered no argument against our jurisdiction and we, therefore, are without benefit of such argument. As pointed out, the Company did not consent to our jurisdiction and the Board has, therefore, had to satisfy itself from the correspondence placed before it by the Union whether the matter is properly one within the competence of the Board. It is true that the grievance procedure as set out in Section 5 of the Agreement was not followed, and we have given consideration to the question whether such procedure was not a condition precedent to arbitration proceedings as contemplated in Section 6. The nature of the disputes before us not involving grievances of individual seamen or employees, we do not believe it was necessary to adopt the procedure of Section 5 as a condition of obtaining an interpretation of the Agreement as it affected the two main contracting parties. Indeed, the Company's attitude that there was no dispute is an indication that such

procedure would have been fruitless and it is a sound principle of law that no man is compelled to perform useless acts. The present Agreement clearly contemplates a final and binding arbitration on matters in dispute concerning interpretation and violation of the Agreement, as indeed does P.C. 1003, even in the absence of an Agreement between the parties to that effect. Taking into account the Union's early demand for the appointment of a Board of Arbitration, and their continuous attempts to obtain such a Board, failing settlement of the dispute, either from the Company or by the intervention of the Minister of Labour, we are of opinion that the matters are properly before us and that we have jurisdiction to hear and determine the issues presented. Were the Board to decide otherwise, it is obvious that the whole purpose of the Agreement could be frustrated by a Company adopting the position that there was no dispute, hence no grievance, and a Union would be without any remedy to obtain a determination of matters, some of which might be vital to the proper functioning of the Agreement. We, therefore, accept jurisdiction and that being so, in accordance with the terms of the Agreement any awards made by this Board "shall be binding upon both parties to this agreement."

"The first matter in dispute concerns Section 8 of the Agreement which reads as follows:—

Union Officers Boarding Vessels

(a) For the purpose of consulting with Union members, the Company agrees that an authorized officer of the Union shall be allowed on board the ship at such places and principal ports as Montreal, Toronto, Welland Canal and Lakehead ports, but he shall not have the right to interfere in any way with the operation of the vessel, and will not confer with crew members except while they are off duty.

(b) The Union shall submit to the Company the name and relevant particulars of the persons authorized by the Union to act as its representatives by this section provided, and the Company, upon receiving from any representative a waiver in form satisfactory to the Company, of any claim for any damage resulting from any accident or injury in or about Company property, shall thereupon issue a pass or passes to such representative enabling him to board the Company's ship at port for the purposes herein provided.

(c) It is agreed that an authorized representative of the Union or the ship's delegate shall have the right to be present at the pay off for the purpose of collecting dues.

"The Union have been unable to obtain a pass for any officer of theirs to board the Company's vessels, although the Union has submitted to the Company the names of the

persons authorized by the Union to act as its representatives and have submitted a form of pass containing a release and discharge of the Company from liability in the following form:—

I, the undersigned, am the person using this pass, and I state that for myself, my heirs and assigns, hereby release and discharge.....their successors and assigns and any ship owned or operated by them, from any and all claims caused by, arising out of or in any way connected with any accident or injury to me or to my property, including any accident or injury attributable to the fault, negligence or want of skill of the said Company, their employees or agents.

In witness whereof I have signed, at thisday of.....1947.

Witness:.....

"This matter has been in dispute for well over half a year and the Company has not approved a form of waiver and hence, as stated above, no Union representative has been permitted to board the Company's vessels.

"The Union asks for an interpretation of Section 8 and claims that the Company has violated the provisions thereof in failing to provide passes and in failing to permit its authorized representatives named to the Company to board the Company ships. The Company took the position before us that the waiver was not "satisfactory to the Company". The Company then argued that as the waiver had to be satisfactory before the men went on, there was no violation of the Agreement. The issue is squarely presented to this Board whether "satisfactory to the Company" is sufficiently broad to enable the Company to refuse Union representatives access to the Company's ships for reasons quite unconnected with the issue of waiver itself.

"That this is the true situation was frankly stated by the Company when it took the position that the real point in issue was that the list of representatives supplied to the Company contained names of persons who were unsatisfactory to the Company. The Company was even frank enough to admit that it was preserving this issue, namely, the unsuitability of Union representatives, by insisting on the technical objection with regard to the unsatisfactory nature of the waiver. Indeed, at the last meeting the Company stated, in answer to questions from the Board, that once the Company was satisfied as to the persons named by the Union to board the vessels, there would be

little or no difficulty in arriving at a proper form of waiver.

"The suitability or unsuitability of Union representatives to the Company is not a matter for the Company to raise under this clause. The Union can, in our opinion, authorize any persons it chooses to act as its representatives under this section. It is no concern of the Company, under the terms of the present agreement, whether those persons hold certain political or religious beliefs, have criminal records or, indeed, have red or black hair. Were it necessary for any Company to approve Union representatives, it is obvious that the effectiveness of Union activity would be largely passed over to the control of the Company. This, of course, is the direct antithesis of collective bargaining. In the absence of some express provision in the Agreement giving the Company the right to do so, it is not open to the Company to approve or disapprove of Union officers. If that be so, it is apparent that the Company, under the guise of non-approval of a waiver form, is attempting to obtain an advantage to which it is not entitled under the Agreement. In so doing, we believe that the Company has exceeded its powers under the Agreement and has acted, in our opinion, on a wrong interpretation of Section 8.

"It appeared that the form of waiver presented by the Union to the Company was prepared during the negotiations leading to the adoption of the memorandum of Agreement and is the form used by the other Companies that adopted the memorandum.

"This Company, however, states that the waiver is not satisfactory to them but do not say for what reason it is not satisfactory, nor has the Company prepared or submitted to the Union any alternative waiver. While it is true the Company's obligation to issue a pass is conditional on obtaining a waiver form "satisfactory to the Company", we are of the opinion that there is an obligation on the Company to exercise a bona fide judgment as to the satisfactory nature of the waiver as a waiver.

"While the evidence we have heard might lead us to the conclusion that the Company was not exercising an honest judgment as to the form of waiver, but was attempting to obtain a list of representatives satisfactory to itself, which is clearly irrelevant to the waiver issue, we are willing for the purpose of determining this dispute, to allow the Company a further period in which to deal with the question of the waiver itself, apart from any issue of the character of the persons named by the Union as its representatives.

"Our award, therefore, in connection with this issue is as follows. The Company may have until 10 a.m. Monday, July 21, to reach an agreement with the Union regarding a form of waiver of liability which will be satisfactory to the Company and the Union. As the Company has indicated that it could very shortly agree on a form of waiver, provided the list of representatives was satisfactory to the Company, once we have ruled that it is no concern of the Company to approve or disapprove the representatives named by the Union, we are of the opinion that the Company can frame a waiver form which may be satisfactory to it within this time. If the parties agree on a form of waiver by 10 a.m., July 21, then any Union representative named to the Company by the Union is entitled to the pass mentioned in Section 8. If the parties fail by July 21 to agree on a form of waiver, then this Board holds that the Union representatives named by the Union to the Company are entitled to the pass mentioned in Section 8 on presenting the signed form of waiver as it now appears in the Union draft reproduced above.

"The second point raised before us concerns an issue of off-days and holidays with pay, arising under Section 10 of the Memorandum of Agreement. At one time there was apparently a question between the parties whether the Company could pay a lump sum of \$25 for the days mentioned in Section 10 to which they were entitled as off-days or holidays, rather than the sum computed at their actual per diem rate of pay. We understand that the Company has now paid the men presently in their employ in accordance with the per diem rate and have thus recognized the principle which may once have been in issue between the parties. It must follow, and the Company agreed, that any men who were not paid at the per diem rate are entitled so to be paid on presenting their claims to the Company.

"The third point in dispute between the parties concerns Section 4 and in particular clause (a) of that section which reads as follows:—

(a) The Company agrees that during the period that this agreement is in effect all unlicensed personnel to be hired shall be requested through the office of the Union and through the medium of the Seamen's Section of the National Employment Service.

"Originally the Union claimed that the Company had violated the provisions of this Agreement but at the final hearing, confronted by the express denial of Capt. Misener,

the Union asked the Board for its interpretation of the Section.

"Clause (a) seems to be clear that there is an obligation on the Company, subject to the exception in clause (c), to ask the Union's office for personnel when a vacancy occurs in the unlicensed personnel of any ship, before hiring any person to fill such vacancy. As a matter of interpretation of the section, we so hold.

"Before us, it was argued that clause (b) vesting the discretion in the hiring of seamen in the master or chief engineer deprived section (a) of any practical or legal validity. This we believe to be wrong. The discretion is always in the master as to who shall be hired. The point is that the Union office must be asked to supply personnel and so long as such personnel are available, we believe it to be the intent of the Agreement, subject to clause (c), that such personnel should be exhausted before the master looks to sources other than the Union office. The discretion to be exercised by the master is, of course, to be a *bona fide* discretion. We have no grievance before us of an improper exercise of discretion.

"That there is a dispute which needs to be resolved, however, seems borne out by the fact that counsel for the Company contended before us that clause (a) of Section 4 was nugatory since it violated Section 152 of the Canada Shipping Act. To avoid any misconception or dispute in the future, we cannot agree with this contention and we are of opinion that section 152 is inapplicable to the situation envisaged in Section 4, clause (a). In our opinion, the Union is not a person who supplies a seaman 'to be entered on board any ship'. In the first place, we do not think that the Union, in the sense of an aggregation of seamen, can be deemed a person within the meaning of that section and in any event, the Union merely puts forward persons who may or may not be accepted by the master in his *bona fide* discretion. This leaves the obligation on the Company under clause (a) unimpaired.

"As indicated, we have no issue before us as to violation by the Company but as the Union originally spoke of this, we need only say that if, as, and when any allegation of violation is put forward by the Union, the Union must be prepared to come forward with evidence of names, dates and times sufficient to establish a claim. We believe, however, that much recrimination can be saved by an understanding of the contractual obligation involved in section 4, which we interpret in the sense set out in this award."

Metal Miners, Bralorne, B.C.—Pursuant to a joint request received late in June, the Minister of Labour on July 8 appointed Mr. R. K. Henderson, of Nanaimo, B.C., as an independent chairman of a Committee of Arbitration to deal with a dispute between Bralorne Mines Limited and the International Union of Mine, Mill and Smelter Workers, Local No. 271, over the dismissal of an employee. The report of the Committee had not been received at the end of the period under review.

Coal Miners, Fernie, B.C.—In compliance with a joint request by representatives of the Western Canada Bituminous Coal Operators' Association and of District No. 18, United Mine Workers of America, the Minister of Labour on July 29, appointed Mr. I. F. Fitch, K.C., of Calgary as independent chairman of a Committee of Arbitration to deal with a dispute between the Union and the Crowsnest Pass Coal Company, Limited, affecting the Michel Mine at Fernie, B.C. No decision had been made at the end of the period under review.

Merchant Seamen, Montreal, P.Q.—In the latter part of June, 1947, the Minister of Labour, upon the joint request of the parties, appointed the Hon. Mr. Justice S. E. Richards, of Winnipeg, as Arbitrator in connection with a dispute between the Canadian National Steamships and the Canadian Seamen's Union with regard to the manning of the ss. *Canadian Observer*. The report of the Arbitrator is reproduced below. In addition to his formal report, the Arbitrator recommended to the parties the formation of a committee of members or officers of the Shipping Federation of Canada representing the employers, and of officers of the Union, to arrange, in cases where there is a dispute not being dealt with by a Port Committee, for the sailing of all vessels without any delay, and to deal with the dispute then or in a reasonable time after the ship has sailed.

The award of the Arbitrator was as follows:—

"The parties entered into the following agreement dated 5th June, 1947, namely:

"In consequence of the Canadian National Steamship agreeing to place one additional fireman on the ss. *Canadian Observer* for one voyage commencing this day, it is agreed that:

"(1) The question of employing one additional oiler, one carpenter and two additional firemen will be immediately referred to arbitration in accordance with Article 2, Section 3, of the Memorandum of Agreement between the East and West Coast

Canadian Ship Owners and the Canadian Seamen's Union, dated October 15, 1946.

"(2) If the Arbitration Board finds that the ss. *Canadian Observer* was fully manned (without the extra fireman engaged as above for this voyage) the Canadian Seamen's Union will refund to the Canadian National Steamship the wages of the said additional fireman for this one voyage.

"(3) If the Arbitration Board finds that the crew of the ss. *Canadian Observer* requires any one of the men mentioned in paragraph 1 above, the Canadian National Steamship will bear the wages of the said extra fireman for this one voyage.

"(4) The employment of the said additional fireman is without prejudice and without precedent to the arbitration proceedings referred to herein."

"The ss. *Canadian Observer* belonging to Canadian National Steamships was converted recently from a coal burner to an oil burner. The dispute arose as to the crew required to fully man the engine department.

"Section 3 of Article 2 referred to in the agreement provides for the appointment of an Arbitration Board to Review consisting of two representatives from the Union and two representatives from the Companies and, if the Arbitration Board cannot agree on a settlement of the dispute, the matter shall be referred to an Arbitrator. The parties agreed that I should be appointed sole arbitrator, and referred the matter to me.

"Meetings were held at the City of Montreal on the 11th, 12th, 14th and 15th July and at the City of Ottawa on the 16th July.

"The evidence which was largely expressions of opinion owing to the nature of the dispute was very contradictory although given in good faith and belief by all witnesses. I have given the evidence and the briefs and arguments of the parties earnest consideration and have formed the opinion that the evidence established.

"That the extra fireman engaged for one voyage was required to man the ship;

"That one donkeyman and two oilers were required in the engine room, each performing the duties of an oiler on one watch, and that, while the donkeyman did extra work in overtime, the amount of such overtime was not great;

"That a carpenter was engaged on some, but not all, ships similar to the *Canadian Observer*, and, when employed, it was usually because of the nature of the cargo carried by the ship; and that if employed on the *Canadian Observer* on its present run and

carrying the cargoes it does on such run, the carpenter would not be fully employed on most voyages and his work could be performed by the boatswain or a seaman;

"That the extra fireman—making a total of five firemen, and one more person—either a carpenter or a seaman, are required to fully man the ship on all voyages.

"Therefore, I award and adjudge as follows:

"(1) That the extra fireman referred to in the arbitration agreement, who was employed for one voyage commencing 5th June, 1947, was required for the manning of the ship for the said voyage;

"(2) That the question of employing one additional oiler, one carpenter and two additional firemen, be decided as follows:

"That one additional fireman—making five altogether, and one carpenter or one seaman—either able seaman or ordinary seaman—should be employed as members of the crew of the ss. *Canadian Observer* in order to fully man the said ship. The decision as to whether a carpenter or a seaman is required to man the ship to best advantage for any voyage should be made by the Master of the ship."

Canadian Railway Board of Adjustment No. 1

THE Canadian Railway Board of Adjustment No. 1, has released its findings in cases heard on May 13 and June 10.

Case No. 554, concerning the Canadian Pacific Railway Company (Western Lines) and the Brotherhood of Railroad Trainmen, in respect to Yardmasters working on Legal Holidays.

The joint statement of fact noted that a difference of opinion existed between the Officers of the Canadian Pacific Railway, Western Lines, and its employees in Yardmasters and Assistant Yardmasters service as to the right of the Company to use time worked on Statutory Holidays as overtime accruals against the encumbency rate.

The employees contended that article 3, clause (h) of the governing agreement relating to legal holidays prohibited the company from using arbitrary payments as overtime.

The company rebutted this contention, holding that where tenure was at a rate exceeding that established under a new agreement, such as was the case in this instance, practice was to stop overtime payment to encumbent where the amount of these payments plus the rate specified in the agreement did not exceed the encumbency rate enjoyed.

This latter interpretation was sustained by the Board and contention of employees denied.

Case No. 555, concerning Canadian National Railways (Atlantic Region) and the Brotherhood of Locomotive Engineers, in regard to the application of Article 24, clause (b) of the Current Schedule for Locomotive Engineers.

The statement of fact stated that a claim was submitted by Engineer Matthews for 20 miles, on account of being held at Truro more than seven hours beyond the advertised departure time of his train, which claim has been denied by the Railway.

Employees contended that Engineer Matthews should be compensated for all time held after the expiration of seven hours after the advertised departure time of his train.

Article 24 Section B of the governing agreement, they held, provided that where Engineers were held away from home terminals waiting for trains for more than seven hours beyond advertised time of departure they were to be paid for such time.

The company's evidence adduced in refutation was that the regular assignment was cancelled and the engineer in question immediately placed in unassigned service which made the section of the agreement cited by the employees inapplicable.

This latter contention was denied and the employees were sustained.

Case No. 556, concerning Canadian Pacific Railway Company (Western Lines) and the Order of Railway Conductors, over the dismissal of Conductor D. Nicholson of Medicine Hat, Alberta, on August 9, 1946.

The joint statement noted that Conductor Nicholson was dismissed from the service of the Company charged with irregularities in the performance of his duties.

The Company contended that the evidence in Nicholson's case was sufficient to justify the action as described in the statement of facts.

The representatives of the employees maintained that the circumstances surrounding the case and the character of the evidence produced did not warrant the action of the company in dismissing Nicholson and did not warrant the company holding him out of the service.

The contention of the employees was not sustained.

Case No. 557, concerning Canadian Pacific Railway Company (Western Lines) and the Order of Railway Conductors, over dismissal of Conductor W. B. Bennett of Medicine Hat, Alberta, on August 9, 1946.

The joint statement noted that Conductor Bennett was dismissed from the service of the Company charged with irregularities in the performance of his duties.

The company contended that the evidence in Bennett's case was sufficient to justify the dismissal.

The representatives of the employees maintained that the circumstances surrounding the case and the character of the evidence produced did not warrant the action of the company in dismissing Bennett and did not warrant the company holding him out of service.

The contention of the employees was not sustained.

Case No. 558, concerning Canadian Pacific Railway Company (Western Lines) and the Order of Railway Conductors, over dismissal of Conductor J. J. Fitzgerald of Calgary, Alberta, on August 9, 1946.

The joint statement noted that Conductor Fitzgerald was dismissed from the service of the company charged with irregularities in the performance of his duties.

The company contended that the evidence in Fitzgerald's case was sufficient to justify dismissal.

The representatives of the employees maintained that the circumstances surrounding the case and the character of the evidence produced did not warrant the action of the company in dismissing Fitzgerald and did not warrant the company holding him out of the service.

The contention of the employees was not sustained.

Wage Rates, Hours and Working Conditions in the Rubber Products and Motor Vehicles Industries

WAGE rates in both the Rubber Products Industry and the Motor Vehicles Industry in 1946 shared in the general upward movement which followed the relaxation of controls under which wages had been relatively stable from 1943, according to information obtained by the Department of Labour in its 1946 survey of "Wage Rates and Hours of Labour in Canada."¹

Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piece work for the last pay period preceding October 1 as well as the total number of workers in each establishment, including both plant and office staffs. Information was also obtained on certain other conditions of work² such as hours worked, overtime, vacations with pay,

sick leave, Sunday work, and the number of workers under collective agreement in each establishment.

In the tables on wage rates the averages shown are for selected representative occupations in each industry. They do not include the value of any allowances to employees such as free transportation, group insurance, sick benefits or other welfare plans. The predominant ranges of wages include approximately the middle 80 per cent of the workers in each occupation. The purpose of this is to exclude extremely high and low rates and at the same time to show the ranges between which the great majority of the workers are located. The averages, however, include all the workers in the occupation.

The Rubber Products Industry

The index of wage rates for the Rubber Products Industry covering the years since 1939 indicated a greater advance in wages during 1946 than in any other year in the period. On the base of rates in 1939 as 100, the index was 167.7 as compared with 143.4 in 1945, representing an advance of 17 per cent. Comparative indices for earlier years are 102.2 in 1940; 117.1 in 1941; 127.1 in 1942; 134.4 in 1943 and 139.8 in 1944.

This industry, which is engaged in the manufacture of rubber footwear, tires and tubes and miscellaneous rubber goods, is confined almost entirely to the provinces of Ontario and Quebec. There are a few small establishments in Manitoba, Saskatchewan and British Columbia, but they are not sufficient in number to permit publication of their data. As shown in Table I, the 38 establishments in Ontario and Quebec, which do not include those manufacturing synthetic rubber, employed a total of some 18,800 workers in both plant and office in the 1946 pay period covered. The Census of Industry report of the Dominion Bureau of Statistics, which also includes

information on plants producing synthetic rubber in which a substantial number of workers were employed, reported 49 establishments employing 23,400 workers in these two provinces in 1945; however, a decline was indicated in the 1946 employment index for this industry.

Of the 38 analysed, eight establishments, each employing more than 1,000 workers, account for 60 per cent of the total number of workers, while one-half of the establishments employing 200 wage earners or less in each included only eight per cent of the workers. Twenty-seven per cent of those employed in the industry were female workers. Returns from 12 establishments with a total of 1,900 employees report more female than male workers in each plant.

Half of the establishments, employing 80 per cent of the workers included in the survey, are covered by collective agreements. Thirteen of the Ontario establishments have agreements covering 11,300 of the workers in the industry and six of Quebec's thirteen reporting establishments include 3,900 of their employees under some form of collective agreement.

Table II shows average hourly wage rates for representative occupations in the industry for 1945 and 1946, with the range of rates in 1946. Increases in average rates between 1945 and 1946 ranged usually from 6 to 15 cents per hour.

As indicated in Table III, normal weekly hours in 1946 in this industry varied from 40 to 48 in Ontario and from 48 to 54 in Quebec.

¹ Comparable information on the Pulp and Paper Products Industry and the Brewery Products Industry was published in the July issue of the *LABOUR GAZETTE* (p. 988); and on the Construction and Steam Railways Industries in the June issue (p. 890).

² Information on provincial legislation with respect to workers in industry may be found in an annual summary published by the Legislation Branch of the Department of Labour entitled, "Provincial Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation."

Twelve establishments in Ontario and one in Quebec, employing a total of 7,600 workers or 41 per cent of the total employment in the industry, reported a 48-hour week. Of the thirteen establishments in Quebec from which returns were received, nine reported 4,600 workers on a standard week of 50 hours. Eighteen per cent of the workers in the industry were on a 44-hour week while only two small plants reported a 40-hour week.

The five-day week, ranging in length from 40 to 50 hours, was reported by thirteen establishments employing 4,700 workers. Nine of these establishments were located in Ontario, with weekly hours ranging from 40 to 48 hours, while the remainder were on a 50-hour week in Quebec. Establishments in which work was reported on six days in the week usually worked from four to five hours on Saturday, but in seven of the twenty-five establishments Saturday was a full day of eight or nine hours.

Returns from seven of the thirty-eight establishments employing a total of about 1,100 workers showed shorter hours for female employees, varying from one-half to eight hours per week. Three of these establishments had a five-day week for female employees only.

No Sunday work in the production process was reported in this industry, but twenty-four establishments reported that small maintenance crews were required.

Time and one-half was the predominant rate for overtime work in this industry. Returns from 18 establishments employing 16,300 workers indicated this rate after daily hours had been worked and 12 with 2,000 workers reported granting it only after weekly hours. This same rate was reported for Sunday work in 21 establishments and for work on statutory holidays by 17 establishments. A number of establishments did not give any information regarding overtime, particularly for work on Sundays and holidays. As indicated previously, however, Sunday work was reported only for small maintenance crews.

Vacations with pay for most industrial workers are provided by statute in Ontario and Quebec. In both provinces an employee

is entitled to one week with pay after one year of continuous service and in Quebec to a half day for each calendar month of employment if he has worked less than one year. A few establishments reported longer vacations with pay than that required under provincial legislation. Two establishments reported one week after six months and one in Ontario granted three days after six months. In 19 of the establishments the vacation does not exceed one week regardless of the length of service, but in the remainder the maximum vacation was two weeks with pay; in 11 of these cases it was granted after five years of service, in one after seven years, in six after 10 years and in the other instance after 25 years.

Sick leave with pay was reported by 18 establishments. Five have group insurance or a sick benefit fund; nine grant sick leave with pay to salaried employees only, although two of these also report a fund for their wage earners. In the remaining three establishments one grants it to regular employees only, another to weekly paid employees and the third stipulates that such benefits are dependent on length of service.

Fifteen establishments reported no shift work. In two-shift operations a total of some 700 employees were reported working the second shift. Of those working three shifts, approximately 1,900 male employees were shown on second shift and 1,700 on the third. The most common wage differential for shift work was three cents per hour more for workers on the second shift than on the day shift and five cents per hour on the third shift. Seven establishments reported this system, with approximately 1,600 male workers on the second and 1,500 on the third shift. Two other establishments reported paying a differential of four and five cents per hour respectively on both shifts. In four establishments workers in certain departments were paid five cents per hour wage differential and in another a four-cent hourly premium was paid for the second shift of a two-shift operation. One establishment reported a 10 per cent wage differential to workers on the second shift.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE RUBBER PRODUCTS INDUSTRY, 1946

	Canada	Quebec	Ontario
Total Establishments.....	38	13	25
Employees: Male.....	13,798	3,585	10,213
Female.....	5,005	1,713	3,292
Total.....	18,803	5,298	13,505

TABLE II.—WAGE RATES IN THE RUBBER PRODUCTS INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Calendarmen</i>			
Canada.....	.91	1.00	.....
Quebec.....	.75	.85	.79— .97
Ontario.....	.94	1.02	.76—1.20
Toronto.....	.98	1.10	.85—1.25
<i>Compounders, Male</i>			
Canada.....	.83	.95	.....
Quebec.....	.63	.82	.66— .89
Ontario.....	.88	1.00	.80—1.11
Toronto.....	.94	1.06	.96—1.12
<i>Curers, Male</i>			
Canada.....	.87	1.05	.....
Quebec.....	.68	.83	.70— .91
Ontario.....	.89	1.06	.89—1.20
Toronto.....	.88	1.08	.86—1.21
<i>Cutters, Male</i>			
Canada.....	.75	.86	.....
Quebec.....	.64	.71	.55— .91
Ontario.....	.81	.93	.70—1.15
Toronto.....	.88	1.00	.74—1.15
<i>Labourers</i>			
Canada.....	.55	.62	.....
Quebec.....	.51	.51	.45— .64
Ontario.....	.62	.69	.60— .77
Toronto.....	.66	.66	.60— .72
<i>Millmen</i>			
Canada.....	.72	.89	.....
Quebec.....	.62	.68	.47— .82
Ontario.....	.78	.96	.78—1.12
Toronto.....	.82	1.00	.89—1.13
<i>Packers, Male</i>			
Canada.....	.59	.71	.....
Quebec.....	.52	.59	.50— .73
Ontario.....	.68	.77	.68— .86
<i>Packers, Female</i>			
Canada.....	.43	.56	.....
Quebec.....	.40	.50	.40— .56
Ontario.....	.45	.59	.42— .76
Toronto.....	.48	.59	.45— .74
<i>Press Operators</i>			
Canada.....	.70	.78	.....
Quebec.....	.62	.71	.45— .82
Ontario.....	.75	.85	.60—1.05
Toronto.....	.79	.87	.60—1.08
<i>Quartermakers, Female</i>			
Canada.....	.45	.52	.....
Quebec.....	.42	.48	.40— .60
Ontario.....	.49	.58	.48— .71
<i>Shippers, Male</i>			
Canada.....	.68	.77	.....
Quebec.....	.60	.71	.62— .84
Ontario.....	.71	.80	.62—1.02
Toronto.....	.68	.78	.65—1.00
<i>Shoemakers, Male</i>			
Canada.....	.66	.72	.....
Quebec.....	.62	.65	.40— .84
Ontario.....	.71	.85	.80— .94

TABLE II.—WAGE RATES IN THE RUBBER PRODUCTS INDUSTRY, 1945 AND 1946—*Conc.*

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Shoemakers, Female</i>			
Canada.....	.48	.60	.....
Quebec.....	.43	.54	.40—.63
Ontario.....	.52	.63	.49—.73
<i>Tire Builders, Male</i>			
Canada.....	1.00	1.12	.....
Ontario.....	1.00	1.12	1.04—1.23
Toronto.....	1.05	1.14	.91—1.25
<i>Inspectors, Male</i>			
Canada.....	.90	1.03	.....
Ontario.....	.90	1.03	.86—1.13
Toronto.....	.88	1.00	.80—1.09
<i>Tube Makers, Male</i>			
Canada.....	.87	1.09	.....
Ontario.....	.91	1.09	1.03—1.19

TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE RUBBER PRODUCTS INDUSTRY BY ESTABLISHMENTS, 1946

Weekly Hours		Canada	Quebec	Ontario
40	.....	2	.....	2
43 $\frac{3}{4}$	.....	1	.....	1
44	.....	4	.....	4
45	.....	5	.....	5
47 $\frac{1}{2}$	.....	1	.....	1
48	.....	13	1	12
50	.....	9	9	.....
54	.....	3	3	.....
Total	.....	38	13	25
Daily Hours				
Establishments on 5-day week				
Mon. to Fri.	Sat.			
8	—	2	.....	2
8 $\frac{3}{4}$	—	1	.....	1
9	—	3	.....	3
9 $\frac{1}{2}$	—	1	.....	1
9.6	—	2	.....	2
10	—	4	4	.....
Total	.....	13	4	9
Establishments working on 6 days per week				
Mon. to Fri.	Sat.			
8	4	4	.....	4
8	5	2	.....	2
8	8	6	1	5
8 $\frac{1}{2}$	5 $\frac{1}{2}$	1	.....	1
8.7	4 $\frac{1}{2}$	1	.....	1
8 $\frac{3}{4}$	4 $\frac{1}{4}$	3	.....	3
9	5	5	5	.....
9	9	1	1	.....
10	4	2	2	.....
Total	.....	25	9	16

TABLE IV.—OVERTIME FOR PLANT EMPLOYEES IN THE RUBBER PRODUCTS INDUSTRY BY ESTABLISHMENTS, 1946

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	25	25	13 ⁽¹⁾	38	38
<i>Straight Time</i>					
Canada (Ontario only).....	5	4		3	3
<i>Time and One-Half</i>					
Canada.....	18	18	12	21	17
Quebec.....	6	6	7	8	8
Ontario.....	12	12	5	13	12
<i>Double Time</i>					
Canada.....					5 ⁽²⁾
Quebec.....					1
Ontario.....					4
<i>No Overtime Information Reported</i>					
Canada.....	2	3		14	13

⁽¹⁾ Includes one establishment paying time and one-quarter.

⁽²⁾ Three of these establishments pay double time for certain statutory holidays and time and one-half for others.

TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE RUBBER PRODUCTS INDUSTRY BY ESTABLISHMENTS, 1946

NOTE.—Thirty-eight establishments covered by the survey; one closes for two weeks in the year, employees under two years of service being paid two per cent of annual earnings and those with over seven years receiving four per cent.

Length of Service Required	Initial Vacation	Maximum Vacation	
	1 week	1 Week	2 Weeks
<i>Six Months</i>			
Canada.....	3	2	
Quebec.....	1	1	
Ontario.....	2 ⁽¹⁾	1	
<i>One Year</i>			
Canada.....	34	17	
Quebec.....	11	5	
Ontario.....	23 ⁽²⁾	12	
<i>Five Years</i>			
Canada.....			11
Quebec.....			5
Ontario.....			6
<i>Ten Years</i>			
Canada.....			6
Quebec.....			1
Ontario.....			5
<i>Twenty-five Years</i>			
Canada (Ontario only).....			1
Total Establishments.....	37	19	18
		37	

⁽¹⁾ One establishment permits only three days' initial vacation with pay.

⁽²⁾ Two establishments pay two per cent of annual earnings for service under one year; another grants one week to pieceworkers and two weeks to time workers.

The Motor Vehicles Industry

Wage rates in the Motor Vehicles Industry, which includes the manufacture of automobiles, trucks and buses, were at relatively high levels in 1939 and have shown smaller percentage increases since that year than were recorded in most of the other manufacturing industries. The index for the motor vehicle industry in 1946 was 40.3 per cent higher than in the base year, 1939, and showed an increase of 7.7 per cent over 1945. Preliminary figures for the manufacturing group as a whole for 1946 showed an increase of about 61 per cent in rates since 1939 and 9.9 per cent over 1945. Indices for the years since 1939 based on rates in that year are: 100.6 in 1940; 108.6 in 1941; 115.8 in 1942; 122.7 in 1943; 126.3 in 1944; 130.3 in 1945 and 140.3 in 1946.

Returns from seven Ontario establishments, reporting 20,000 male and 1,300 female employees, were used in the following analysis, although the index numbers are calculated on data from twelve establishments including the smaller firms in other provinces. One of the seven establishments did not come into operation until 1946 and was employing less than 100 workers at the time of the survey. The latest available Census of Industry report of the Dominion Bureau of Statistics, which is for the year 1945, indicated a total Canadian employment in this industry of 18,000 in six plants. However, the employment index for the industry showed a considerable increase in 1946.

Collective agreements were in effect in six of the plants in 1946, applying to approximately 18,000 employees.

The accompanying table summarizes average hourly wage rates in selected occupations in the industry in 1945 and 1946 with ranges of rates for 1946.

Six of the seven establishments worked on the basis of a standard or normal five-day week in 1946. Three of these establishments, employing two-thirds of the total wage earners, worked 40 hours per week. Another reported a standard week of 45 hours and the remaining two reported a 44-hour week, working nine hours on four days and one hour less on the fifth. The establishment which reported a six-day week worked 44 hours, with an eight-hour day during the week and four hours on Saturday.

Sunday work was negligible, in all cases being confined probably to watchmen and a few maintenance workers.

Provision for overtime was generally at the rate of time and one-half, although one establishment reported double time on Sundays and holidays with straight time rates for overtime work Monday to Friday. One establishment paid time and one-half for Saturday work only after normal weekly hours had been worked.

In five establishments, initial vacation with pay was one week after one year of service. In three of these five establishments, the maximum vacation was also one week while in the remaining two the vacation period was two weeks after five years of service. Another establishment closed for one week, during which time employees received two per cent of annual earnings while those in the employ of the company for five years and over received four per cent of their earnings during the same period. The seventh establishment closed for one week during the year and any workers in their employ at least a year received pay for the week.

Some provision for sick leave with pay is in effect in all of the establishments. In three it is confined to salaried staff, while two

WAGE RATES IN THE MOTOR VEHICLES INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
Canada (Ontario only)—			
Assemblers.....	1.01	1.07	1.03—1.17
Electricians.....	1.03	1.20	1.03—1.28
Inspectors.....	.96	1.09	.98—1.17
Machine Operators.....	.97	1.10	1.03—1.19
Machinists.....	.99	1.13	1.00—1.25
Millwrights.....	1.01	1.15	1.03—1.18
Painters and Enamellers.....	1.06	1.11	1.03—1.18
Platers.....	.98	1.15	1.13—1.18
Sheet Metal Workers.....	1.03	1.17	1.03—1.25
Toolmakers.....	1.24	1.35	1.15—1.53
Trimmers.....	.95	1.12	1.03—1.17

plants have in addition a group insurance plan for wage earners to which the company and the employees both contribute. The remaining two reported sickness and accident insurance benefits.

Only one establishment reported shift work on production operations, with three eight-hour shifts for which a wage differential of five cents per hour was paid on both second and third shifts. Two establishments reported

shift work in some departments and paid a wage differential on both second and third shifts of five cents per hour in one case and a five per cent premium in the other. Maintenance and power crews on third shift received either a five cent per hour bonus, a five per cent premium or, as in one establishment, a one-hour bonus; two establishments paid a five cent per hour bonus to second shift workers also.

Tenth Anniversary of Associated Medical Services

From time to time the LABOUR GAZETTE has drawn attention to the activities of Associated Medical Services, Inc., the originators in Ontario of a plan that enables individuals and families to build up funds through voluntary budgeting, to meet the costs of medical and hospital services. (L.G., 1937, pp. 263 and 597 and 1946, p. 121.)

Marking the tenth anniversary of the granting of its provincial charter, the A.M.S. issued an illustrated brochure in June, 1947, entitled "The First Ten Years of Progress," which sketches the origin and subsequent progress of the Association. At the close of 1937, six months after it had received its charter, it had 733 subscribers and while it had met all current expenses, including salaries, out of income, it was in arrears for organizational disbursements. "On its tenth birthday, the A.M.S. had approximately 43,000 subscribers," had paid off its indebtedness and built up "a reserve of \$625,000 to meet contingencies." In addition, during the ten years "it has paid out on behalf of its subscribers, some \$4,400,000 for medical and hospital services."

It is pointed out that "A.M.S. does not provide medical services directly. It pays no salaries to practising physicians or surgeons."

It merely forms a liaison, on a voluntary basis, between members of the general public, individuals or families, and those furnishing professional medical, surgical and hospital services. It "has the voluntary co-operation of more than 98 per cent of the doctors in those areas in which it concentrates," it is stated.

The basic principle on which the A.M.S. operates is defined in the brochure as providing the means for "the individual to prepay the cost of illness by budgeting in advance on a monthly basis and at a rate made possible by distributing expense over a large group of people for a long period of time." By this "application of the insurance principle," the A.M.S. "acts as the depository of the individual's monthly budget payments, thus accumulating the funds out of which medical fees and administrative costs are met."

In the opinion of the Association, voluntary action and freedom of the choice (of doctors) by individual subscribers "are as desirable in the realm of medical care as they are in any other phase of our free democratic system."

The administrative headquarters of A.M.S. are at 615 Yonge Street, Toronto, and it has branch offices in a number of the larger cities of Ontario, including Hamilton, London, Ottawa and Woodstock.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Manufacturing: Tobacco and Liquors

MONTREAL, P.Q.—GENERAL CIGAR COMPANY LIMITED AND TOBACCO WORKERS INTERNATIONAL UNION, LOCALS 237 AND 238.

Agreement to be in effect from May 10, 1947 to May 9, 1948, and thereafter from year to year subject to notice. All employees who are or hereafter become union members shall remain members during the life of the agreement. All new employees upon completion of the probationary period shall become and remain union members. Provided, however, that any employee shall have the right to resign his union membership within 10 days prior to the expiration of the agreement.

Hours of work: day workers—9 per day, 5 days a week, a 45-hour week; shift workers—males, 8½ hours 4 days a week and 8 hours one day, a 42-hour week, females, first shift—8½ hours 4 days a week and 8 hours one day, a 42-hour week, second shift—7½ hours 4 days a week and 8 hours one day, a 38-hour week. Watchmen and firemen—a cycle averaging 56 hours per week. Overtime: time and one half for work in excess of 9 hours per day or 45 hours per week for day workers, or in excess of the regular scheduled hours for others and for all work on Saturdays, Sundays (except where part of regular scheduled hours) and 7 specified holidays. Three of these are paid holidays for employees who work the day immediately preceding and the day following if the holiday falls on a normal work-day. Vacation: one half day with pay for each full calendar month of service. Employees paid on an hourly or piece work basis who have completed 7 years' continuous service shall be granted an extra week with pay. Employees on a salary basis shall be granted an extra week with pay after one year's service and an additional 2 days after 10 years, 4 days after 15 years and one week after 20 years' continuous service with the company.

Hourly wage rates effective during life of the agreement: first plant—males (over 18 years of age) increases of 3 cents after 2 months and again after 6 months and 4 cents after one year to a maximum of—group 1 (including blending room helpers, sweeper and cleaner) 65 cents, group 2 (including caser's helper, storage labourer) 67 cents, group 3 (including elevator operator, shipper's helper) 69 cents, group 4 (including binder caser, blender, storage helper) 71 cents, group 5 (including binder caser and wrapper caser's helper, chauffeur—panel delivery) 73 cents, group 6 (including loose cigar stockman, wrapper caser) 75 cents; adjusters—class D 68 cents, class C 79 cents after 18 months, class B 87 cents after 18 months, class A 93 cents after one year to 97 cents after 3 years; machinists 96 cents after 2 years, machine shop helpers 83 cents after 18 months; electrician 98 cents after 18 months; truck chauffeur 84 cents after one year; watchman-fireman 74 cents after 6 months; females and boys (under 18 years) starting rates 41 to 55 cents, increased to 48 to 65 cents after one year. Second plant—increases of 3 cents after 2 months, an additional 3 cents after 6 months and of 4 cents after one year to a maximum of—group A (caser's helper) 67 cents, group B (dryer and packer, leaf counter, shipping and receiving helper, baling stems) 69 cents, group C (elevator operator, drying room attendant and packer) 71 cents, group D (caser shipper and receiver) 73 cents, group E (bulker) 75 cents, group F (fireman) 77 cents, boys (under 18 years) group A 51 cents, group B 53 cents. Piece work rates are also set out in the agreement.

A shift bonus of 5 cents per hour will be paid to all workers on shift hours.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

DUNNVILLE, ONT.—THE MONARCH KNITTING COMPANY LIMITED AND THE TEXTILE WORKERS' UNION OF AMERICA, LOCAL 736.

Agreement to be in effect from March 15, 1947, to March 16, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees. If on or after September 1, 1947, a change of more than 6 points in the cost of living index of the Dominion Bureau of Statistics takes place, the wage schedule may be open for negotiations.

The union agrees that there will be no intimidation, interference, restraint or coercion of employees of the company, and that it also will accept all present and future employees of the company into membership. Check-off: The company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union.

Hours of work: 9 per day or night Monday through Friday, a 45-hour week except dye house (10 per day Monday to Thursday, 5 on Friday) shift engineers (a 50-hour week in summer, variable in winter) and watchman (alternate weeks of 50 and 47 hours). Two ten-minute rest periods in each shift. Overtime: time and one-half for work in excess of 45 hours per week (shift engineers and watchmen in excess of 50 hours) and for all work on Sundays and 8 specified holidays. Vacation: one week with pay equal to 2 per cent of earnings during previous year for employees with 3 months' or more service with the company, employees with less than 3 months' service get a week without pay (unless company decides not to close plant), employees with 5 or more years' service with the company receive an additional week with pay.

Hourly wage rates on time basis, department No. 1 (receiving, shipping, box plant, hand yarns), males 54 and 56 cents, females and youths 44 and 46 cents; department No. 2 (knitting plant) and department No. 3 (dye house, maintenance, trucking), males 54 to 74 cents, females and youths 44 to 48 cents. Piece-work is provided for and "target rates" set which the average experienced operator using proper methods with good application shall be able to earn.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

MONTREAL, P.Q.—THE STEEL COMPANY OF CANADA, LIMITED (ST. HENRY WORKS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 3260.

Agreement to be in effect from May 9, 1947, to May 9, 1948, and for a further period of one year unless notice is given by either party. This agreement is similar to the one in effect at Hamilton, Ont., between the Steel Company of Canada, Ltd., and the United Steelworkers of America and summarized below with the following exceptions: Hours of work: daily hours not specified but weekly hours are the same at 48, with no provision for rest periods. The statutory holidays are 6 in number. Vacation is the same except for those with less than one year's service who will receive one-half day for each complete calendar month worked.

LACHINE, P.Q.—THE STEEL COMPANY OF CANADA, LIMITED (DOMINION WORKS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 3258.

Agreement to be in effect from May 28, 1947, to May 27, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one in effect at Montreal (St. Henry Works) between the Steel Company of Canada, Ltd., and United Steelworkers of America as noted above.

GANANOQUE, ONT.—THE STEEL COMPANY OF CANADA, LIMITED (GANANOQUE WORKS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 3208.

Agreement to be in effect from January 28, 1947, to January 27, 1948, and for a further

period of one year unless notice is given by either party. This agreement is similar to the one in effect at Hamilton between The Steel Company of Canada, Ltd., and the United Steelworkers of America and summarized below with the following exceptions: Hours of work are 8½ Monday through Friday, 4½ on Saturday, a 48-hour week. Overtime at time and one-half for work in excess of the above regular hours, double time for all work on Sundays and 6 specified holidays. No provision is made for rest periods or the check-off.

HAMILTON, ONT.—THE STEEL COMPANY OF CANADA, LIMITED (CANADA WORKS) AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 3250.

Agreement to be in effect from April 21, 1947, to May 1, 1948, and for an additional year if notice is not given. The company recognizes the union as the certified collective bargaining agency for all eligible employees. There shall be no discrimination, intimidation or coercion either by the company or the union because of membership or non-membership in the union. Check-off: if 15 days after the effective date of the agreement a majority of the employees affected by the agreement voluntarily authorize the company to deduct their union dues from their pay, then the company agrees to deduct monthly the union dues and remit same to the union. This authorization is not revocable until expiry date of agreement in 1948.

Hours of work: 8½ hours Monday through Friday, 5½ on Saturday, a 48-hour week. Shift workers shall work 8 hours (with one 20-minute rest period) six days a week. Females working the Saturday shift shall be allowed a 15-minute rest period. Overtime: time and one-half for work in excess of these hours and for all work on Sundays (except when part of regular shift) and 8 specified holidays. Vacation: one week with pay to employees with one year of continuous service with the company, 2 weeks with pay to employees with 5 years' service and 3 weeks with pay for employees with 25 years' service. Employees with 3 months of service but less than one year are to receive payment on a pro-rated basis in lieu of vacation with pay. Deductions of one day from the vacation period and pay for each unjustifiable absence from work in excess of one day in any calendar month.

Wage rates: company and union agree that those in effect at date of the agreement shall continue during the life of the agreement except if the purchasing power of the dollar shall grossly change when the rates may be discussed further but no change shall be made unless agreed upon between the parties. The company may instal incentive rates whenever they wish.

Provision is made for safety and health, seniority rights and grievance procedure.

GUELPH, ONT.—FEDERAL WIRE AND CABLE COMPANY LIMITED AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 3021.

Agreement of December 1, 1945, amended April 1, 1947, and as such to continue in effect to April 1, 1948, and thereafter from year to year, subject to notice. This agreement was summarized in the LABOUR GAZETTE for February 1946, p. 185. The principal changes follow—2 additional statutory holidays are to be

observed, while on 3 statutory holidays, namely New Year's Day, Labour Day and Christmas Day, employees will be paid at regular rates for the regular hours of work. Vacation: in addition to the week with pay given employees with one year of service with the company, an additional week with pay will be granted employees with 5 or more years' service and 2 additional weeks with pay for those with 15 or more years' service, employees with less than one year of service are to receive 2 per cent of their earnings for the time worked.

OWEN SOUND, ONT.—THE WILLIAM KENNEDY AND SONS, LIMITED AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2469.

Agreement to be in effect from May 19, 1947, to May 18, 1948, and thereafter until amended or superseded by a new agreement for which at least 30 days' notice is required. The company recognizes the union as the sole bargaining agency for all eligible employees. There shall be no discrimination, intimidation or coercion either by the company or the union because of membership or non-membership in the union. Checkoff: The company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union. This authorization may be revoked by the employee.

Hours of work: 9½ Monday through Thursday, 9 on Friday, a 47-hour week (after June 28, 1947, a 46-hour week). Overtime: time and one half for work in excess of the above hours, double time for all work on Sundays or assigned day off and 8 specified holidays. Vacation: employees with one year's continuous service with the company shall receive one week's vacation with pay, those with 5 or more years' continuous service with the company to receive 2 weeks with pay, those with 3 months service but less than one year to receive one week's vacation with pay equal to 2 per cent of total pay earned up to June 1. A premium of 10 per cent shall be paid employees for night shift (work commencing between 2 p.m. to 3 a.m.). Where 3 shifts are worked, 10 per cent premium shall be paid only for the night or recognized third shift and a premium of 6 per cent for the afternoon or recognized second shift.

Hourly wage rate for certain classes until June 28, 1947, (at which time wage rates will be readjusted to provide the same weekly pay for a 46-hour week): minimum and maximum—moulders, coremakers 88 to 98 cents, crane-men 72½ to 93 cents, welders, cupola tender 79½ to 88 cents, blacksmith 75½ to 88 cents, chipper, truck drivers 72½ to 79½ cents, steam engineers third and fourth class 72½ to 84 cents, shippers 75½ to 84 cents, machine operators 68½ to 79½ cents, most labourers 68½ cents.

Provision is made for seniority rights and grievance procedure.

Construction

TORONTO, ONT.—MEMBERS BUILDERS EXCHANGE AND INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 353.

Agreement to be in effect from June 1, 1947, to May 31, 1948, and thereafter from year to year subject to notice. The companies agree not to employ anyone on electrical construction work who is not a member of the union. No member of the union shall be permitted to work at electrical construction work for anyone who is not a party to the agreement. The union shall not sign the agreement with anyone other than a party whose business is recognized as electrical construction work.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and one half for work on Saturdays between 8 a.m. and noon, all other overtime including Saturday afternoon, Sundays and 8 specified holidays at double time. Where 2 or 3 shifts are employed those other than the day shift shall receive 8 hours' pay for 7 hours work. When work cannot be performed during the day, such work may be done as a straight nightshift of not more than 8 hours with pay for 9 at straight time. Vacation: an additional 2 per cent of annual wage, making a total of 4 per cent, shall be given employees in order to allow 2 weeks' vacation with pay.

Wage rates: for journeymen electricians \$1.45 per hour, for apprentices during second half of first year, 30 per cent of journeyman's rate, during second year 40 per cent, during third year 50 per cent, during fourth year 70 per cent. One apprentice may be employed by each employer, in addition thereto, only one apprentice to three journeymen in a shop.

Transportation and Public Utilities: Electricity and Gas

TORONTO, ONT.—THE CONSUMERS' GAS COMPANY OF TORONTO AND THE INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 161.

Agreement to be in effect from February 20, 1947, to January 31, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE* January 1945, p. 68, with the following changes; vacation: one additional week with pay to employees with 3 or more years' continuous service with the company; statutory holidays are increased to 8 from 6. Wage rates are increased 17 cents per hour to hourly paid employees and approximately the equivalent to weekly paid employees.

Collective Agreement Act, Quebec

Recent Proceedings under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may

apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain

district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of two new agreements, the amendment of nine others, the repeal of one agreement and the correction of one agreement and of a notice of amendment of another. These include the amendment of the agreements for the uncorrugated paper box industry for the province in the June 21 issue of the *Quebec Official Gazette*, for barbers and hairdressers at Valleyfield and for the railway car and bus manufacturing industry at Montreal and the correction of the agreement for barbers and hairdressers at Sherbrooke in the June 28 issue, and the correction of a notice of amendment of the agreement covering printing trades at Montreal in the July 5 issue. All the others are summarized below.

Requests for a new agreement for barbers and hairdressers at Valleyfield and for an amendment of the agreement for building trades at Hull were gazetted June 21. Requests for the amendment of the agreements for the corrugated paper box industry for the province, for printing trades at Montreal and for building trades at St. Hyacinthe were gazetted June 28. Requests for the amendment of the agreements for men's and boys' clothing industry for the province and for hardware and paint stores at Quebec were published July 5. Requests for the amendment of the agreements for grocers and butchers at Joliette, building trades at St. Johns and Iberville and a request for a new agreement for shoe repairers at Three Rivers were published July 12. A request for a new agreement for building trades at Sherbrooke was gazetted July 19.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

RETAIL FUR INDUSTRY, MONTREAL

An Order in Council, dated June 11, and gazetted June 21, amends the previous Orders in Council for this industry (L.G. Nov., 1944, p. 1368; April, 1945, p. 517, Aug., p. 1197, Oct., p. 1520; Sept., 1946, p. 1249). Minimum weekly wage rates: cutters \$48 and \$56, operators (male) \$36 and \$44, (female) \$28 and \$34.40, finishers (male) \$32 and \$39.20 (female) \$28 and \$34.40, blockers \$25.60 and \$35.20, female coat closers \$34.40, lining makers who cut and sew \$32, finishing-foreladies and female finishers who distribute work to others or who themselves execute entire finishing work \$36, apprentices from \$12 per week during first 6 months to \$22 during fifth 6 months, apprentice cutters or trimmers from \$36 during first 6 months to \$46 during sixth 6 months. However, every employee receiving wages higher than the minimum rate of the agreement actually in force is entitled to a minimum increase of 5 per cent on the rate actually paid to him. Vacation: one-half day with pay for each month worked; 2 weeks with pay after 3 years' continuous service.

TANNERY EMPLOYEES, PROVINCE OF QUEBEC

An Order in Council, dated July 9, and gazetted July 19, amends the previous Orders in Council for this industry (L.G., Mar., 1945, p. 349, April, p. 517; May, 1946, p. 627, June, p. 782, Aug., p. 1092, Sept., p. 1247, Oct., p. 1445; Jan., 1947, p. 48). A new party was added to the agreement in the June 7 issue of the *Quebec Official Gazette*. Wage rates: except for stationary enginemen, maintenance men (millwrights) and watchmen, at least 60 per cent of all male employees shall be paid 65 cents per hour in zone I, 61 cents per hour in zone II and 55 cents per hour in zone III; an additional 25 per cent of the employees must be paid at least 50 cents in zone I, 47 cents in zone II and 41 cents in zone III; the remaining 15 per cent of employees must be paid at least 35 cents in zones I and II and 30 cents in zone III. Vacation: every employee is entitled to an annual vacation of 7 days. After 2 months or more of continuous service with his employer during the period between January 1 and December 31 of the year preceding the vacation, he is entitled, for his vacation, to a remuneration equivalent to 2 per cent of the wages earned during the said period including vacation pay. The annual vacation with pay cannot be replaced by a compensating indemnity. Piece work rates already established by agreement, prior to January 10, 1947, which are higher than the hourly rates fixed by the present agreement must be maintained. This amendment also provides that overtime shall apply to watchmen as well as to other employees.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated June 18, and gazetted June 28, amends the previous Orders in Council for this industry (L.G., Aug., 1944, p. 1005, Sept., p. 1141, Nov., p. 1368; Oct., 1945, p. 1520; Aug., 1946, p. 1093, and previous

issues) by providing that the Joint Committee may grant a special permit allowing a redistribution in the weekly hours of work.

Construction

BUILDING TRADES, QUEBEC

An Order in Council, dated July 9, and gazetted July 19, extends the term of the previous Orders in Council for this industry (L.G., Aug., 1944, p. 1007; Mar. 1946, p. 317; Aug., p. 1094; Oct., p. 1445, and previous issues) to October 1, 1947. This agreement was previously extended to August 1, 1947, in the May 3 issue of the *Quebec Official Gazette*.

BUILDING TRADES, ST. JEROME

An Order in Council, dated July 9, and gazetted July 19, amends the previous Orders in Council for this industry (L.G., Feb., 1945, p. 182; Oct., p. 1520; Nov., 1946, p. 1585; Mar., 1947, p. 371, and previous issues). A new party was added to the agreement in the April 19 issue of the *Quebec Official Gazette*. The present amendment states that work performed between 5 p.m. and 8 a.m. is considered as overtime work unless it is performed by a second or third shift of the same employer. Work performed between 5 p.m. and 10 p.m. is to be remunerated at time and one-half, double time for work between 10 p.m. and 8 a.m. The Parity Committee must be notified, in writing, of the exact duration of overtime to be worked, and the employer must first obtain a permit from the Labour Inspector and show it upon request to the inspector of the Parity Committee.

BUILDING TRADES, JOLIETTE

An Order in Council, dated July 9, and gazetted July 19, amends the previous Orders in Council for this industry (L.G., July, 1944, p. 867; June, 1945, p. 873; Sept., 1946, p. 1252; Dec., p. 1773). Minimum hourly wage rates: bricklayer, block and terra-cotta layer, mason and stone cutter on job, plasterer, marble layer, tile and terrazzo layer, steam, gas or electric shovel operator 90 cents in zones I and II; electrician, tinsmith-roofer, saw filer, screen (wood and metal), window-frame, steel partition and door erector, weatherstripper, plumber and steamfitter 90 cents in zone I, 85 cents in zone II; carpenter-joiner 90 cents in zone I, 80 cents in zone II; commercial letterer \$1 in both zones; cement finisher 85 cents in zone I, 80 cents in zone II; lather (metal), reinforcing steel worker 85 cents in both zones; fireman (construction), compressor operator 80 cents in zone I, 75 cents in zone II; drill operator 80 cents in both zones; pile driver, wood or concrete, painter-guildler 85 cents in zone I, 75 cents in zone II; celanite mixer, mortar mixer, caulker, brick, blocks, mortar and terra-cotta carrier 70 cents in zone I, 65 cents in zone II; lather (wood) 75 cents in zone I, 70 cents in zone II; painter 70 cents in zone I, 60 cents in zone II; labourer (common worker) 60 cents in zone I, 55 cents in zone II. Foremen directing a gang of 4 men or more shall be paid 10 cents more per hour than the rate established for the trade.

Transportation and Public Utilities: Water Transport

LONGSHOREMEN (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated July 9, and gazetted July 19, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and the International Longshoremen's Association, Local 375. Agreement to be in effect from July 19, until December 31, 1947, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the Harbour of Montreal.

This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Sept., 1946, p. 1253, Oct., 1940, p. 1075 and Dec., 1938, p. 1423, with the following principal changes:

Hours: the starting time for day work shall be 8 a.m. and 1 p.m.

Wages: \$1.13 per hour for day work and \$1.69½ for evening and night work. Rates for special cargoes, specified in the agreement, are \$1.28 per hour for day work and \$1.92 per hour for evening and night work. Orders for men required at 7 p.m., who have not been working during the afternoon, shall be given on or before 1 p.m. When men resume work at midnight, they shall be paid full rate until regular knocking off time, except when shift finishing, in which case they will be paid until their hatch is completed, but not less than 2 hours. If men have to be dismissed owing to weather conditions, they shall be paid until time dismissed, but not less than 2 hours. Double time shall be paid for work on Sundays, St. John the Baptist Day, Dominion Day and All Saints Day.

Trade

RETAIL STORES, MEGANTIC

An Order in Council, dated July 3, and gazetted July 12, repeals the Order in Council making this agreement obligatory and amendment (L.G., Dec., 1945, p. 1826; Dec., 1946, p. 1774).

RETAIL STORES, GRANBY

An Order in Council, dated July 9, and gazetted July 19, makes obligatory the terms of a new agreement between The Retail Merchants Association of Canada Inc., Granby Branch, and "Le Syndicat des Employés de Commerce de Granby Inc." Agreement to be in effect from July 19, 1947, to July 18, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the city of Granby and the township municipality of Granby.

Hours: 55 hours per week. Overtime is payable at time and one-half. No work to be performed on Sundays and specified holidays.

Minimum wage rates: male and female clerks, class A (75 per cent) \$18 per week, class B (25 per cent) \$16; extra clerks, male 40 cents per hour, female 35 cents per hour; deliverer (trucks) \$20 and \$23; deliverer's helper \$9 and \$17.50 per week; messenger (bicycle and maintenance paid by employer) \$9 per week, (bicycle and maintenance paid by employee) \$11 per week. Vacation: one week with pay after one year's service.

Industrial Standards Act, Etc.

Schedule of Wages and Hours Recently Approved by Provincial Order in Council in Ontario

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act, may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister con-

siders that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedule of wages and hours recently made binding by Orders in Council under these Acts is summarized below.

Ontario

Construction

SHEET-METAL WORKERS (CONSTRUCTION), PORT ARTHUR AND FORT WILLIAM

An Order in Council, dated May 15, and gazetted May 31, makes binding the terms of a new schedule for sheet-metal workers at Port Arthur and Fort William, to be in effect from June 10, 1947, "during pleasure." Hours: 8 per day from Monday to Friday, a 40-hour week. Overtime and all work on Sundays and

7 specified holidays is payable at double time. However, 4 hours' overtime may be added to any regular working-day and regular work may be performed between 8 a.m. and 5 p.m. Saturday at time and one-half. Minimum wage rate: \$1.15 per hour. Where 2 or 3 shifts are worked on the same job, the minimum rate shall be \$1.20 for the second shift and \$1.25 for the third shift. The advisory committee may fix a special minimum rate for handicapped workers. This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

Fair Wage Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from

the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During June

During the month of June the Department of Labour prepared, on request, 53 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) *Works of Construction, Remodelling, Repair or Demolition*

Note: The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

CANADIAN COMMERCIAL CORPORATION

Construction of "Watchman" Type Fence, R.C.A.F. Station, Patricia Bay, B.C. Name of contractors, Dominion Steel and Coal Corporation, Limited, Montreal, P.Q. Amount

of contract, \$2,266.11. A fair wages schedule, dated January 30, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.25
Cement finishers	1.00
Cement and concrete mixer operators:	
Steam	1.00
Gas. or elec. ....	.86
Compressor operators (gas. or elec.) .....	.86
Drivers (teamsters) .....	.80
Labourers .....	.80
Motor truck drivers .....	.85
Painters and glaziers .....	.95
Sheet metal workers	1.18
Watchmen .....	.60

Construction of two Loran Stations, Northwest Territories. Name of contractors, The Canadian Bridge Company, Limited, Toronto, Ont. Amount of contract, \$210,000. A fair wages schedule, dated April 9, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.50
Cement and concrete mixer (operators (gas. or elec.)	1.00
Engineers on steel erection	1.50
Labourers	1.00
Structural steel workers	1.50

DEPARTMENT OF MINES AND RESOURCES

Erection of camp site building, Alaska Highway, Yukon Territory. Name of contractors, The British Yukon Navigation Company, Limited, Whitehorse, Yukon Territory. Amount of contract, \$30,000. A fair wages

schedule, dated May 2, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$ 1.50
Blacksmiths' helpers	1.00
Brick and hollow tile layers	1.75
Brick and hollow tile layers' helpers (mixing and tempering mortar)	1.15
Carpenters and joiners	1.50
Cement finishers	1.25
Cement and concrete mixer operators	1.25
Enginemmen, stationary	1.25
Labourers	1.00
Motor truck drivers	1.00
Motor truck driver and truck	2.00
Painters and glaziers	1.25
Sheet metal workers	1.50
Shinglers (wood, asbestos)	1.50
Tractor operators	1.30
Watchmen	1.00

Trenching for and laying pipe for the water supply at the Shubenacadie Indian Agency, N.S. Name of contractors, Municipal Spraying and Contracting Limited. Amount of contract, \$12,855. A fair wages schedule, dated January 9, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Cement and concrete mixer operators:	
Steam	\$.75
Gas, or elec. ....	.60
Compressor operators (gas, or elec.) .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pipe layers, caulkers and solderers .....	.60
Plumbers and steamfitters .....	.75
Powdermen .....	.60
Sheet metal workers .....	.75
Tractor operators:	
Letourneau, etc. ....	.70
Small .....	.60
Watchmen .....	.45
Welders and burners (acetylene or elec.) .....	.70

NATIONAL HARBOURS BOARD

Replacement of dolphins, No. 3 Jetty, Vancouver Harbour. Name of contractors, Vancouver Pile Driving and Contracting Company, Limited, Vancouver, B.C. Amount of contract, \$8,766.40. A fair wages schedule, dated May 5, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Labourers	\$.80
Pile driver and derrick foremen	1.55
Pile driver and derrick engineers	1.37
Pile driver and derrick bridgemen	1.30
Pile driver and derrick boommen	1.30
Pile driver and derrick men (rigging, setting and signalling)	1.30
Pile driver and derrick firemen .....	.94
Watchmen .....	.60

DEPARTMENT OF PUBLIC WORKS

Harbour improvements, Breen's Pond, N.S. Name of contractor, Mr. F. W. Digdon, Mulgrave, N.S. Amount of contract, \$111,587. A fair wages schedule, dated April 21, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Carpenters and joiners .....	.75
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam .....	.75
Gas, or elec. ....	.60
Compressor operators (gas, or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon .....	.85
Engineers, operating, steam .....	.90
Engineers, crane (steam, gas, elec.) .....	.90
Enginemmen, stationary .....	.60
Hoist operators—tower (gas, or elec.) .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pipefitters (surface—temp. work) .....	.65
Pipe layers, caulkers and solderers .....	.60
Pile driver and derrick foremen	1.10
Pile driver and derrick engineers	1.00
Pile driver and derrick men (rigging, setting and signalling) .....	.80
Pile driver and derrick firemen .....	.75
Pile driver and derrick labourers .....	.65
Plumbers and steamfitters .....	.85
Rodmen (reinforced steel) .....	.60
Sheet metal workers .....	.75
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Tractor operators:	
Letourneau, etc. ....	.70
Small .....	.60
Watchmen .....	.45
Welders and burners (acetylene or elec.) .....	.90

Construction of a Quarantine and Inspection Barn for the Department of Agriculture, Sarnia, Ont. Name of contractors, Sterling Construction Company, Limited, Windsor, Ont. Amount of contract, \$5,888. A fair wages schedule, dated March 13, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.35
Brick and hollow tile layers' helpers .....	.70
(mixing and tempering mortar)	
Carpenters and joiners	1.05
Cement and concrete mixer operators:	
Steam .....	.90
Gas, or elec. ....	.80
Drivers .....	.65
Driver, team and wagon	1.00
Electricians (inside wiremen)	1.15
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Painters and glaziers	1.00

	Per Hour
Roofers:	
Felt and gravel: patent: composition .....	.70
Sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers (wood, asbestos)	1.05
Watchmen .....	.60

Installation of automatic sprinklers and supervisory fire alarm system in the Library, Parliament Buildings, Ottawa, Ont. Name of contractors, Messrs. W. G. Edge, Limited, Ottawa, Ont. Amount of contract, \$25,578. A fair wages schedule, dated May 9, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.18
Cement finishers .....	.75
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen)	1.05
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	\$ 1.25
Spunkers installers	1.15
Watchmen .....	.56

Installation of a ventilating system on the third, fourth and fifth floors of the Customs Building, Toronto, Ont. Name of contractors, Redfern Construction Company, Limited, Toronto, Ont. Amount of contract, \$9,470. A fair wages schedule, dated June 14, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.60
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.85
Carpenters and joiners	1.35
Cement finishers	1.20
Drivers .....	.75
Driver, team and wagon	1.10
Electricians (inside wiremen)	1.45
Labourers .....	.75
Motor truck drivers .....	.79
Motor truck driver and truck	1.79
Painters and glaziers	1.15
Plasterers	1.50
Plasterers' helpers (mixing and tempering material)	1.00
Roofers:	
Felt and gravel: patent: composition .....	.90
Sheet metal	1.46
Sheet metal workers	1.46
Watchmen .....	.65

P.Q. Amount of contract, \$10,900. A fair wages schedule, dated June 23, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.00
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.70
Carpenters and joiners .....	.85
Cement finishers .....	.90
Cement and concrete mixer operators:	
Steam .....	.85
Gas. or elec. ....	.85
Drivers .....	.60
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.80
Labourers .....	.65
Lathers:	
Metal .....	.75
Wood .....	.75
Marble setters	1.10
Marble setters' helpers (all men assigned to help tradesmen) .....	.70
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.80
Plasterers	1.10
Plasterers' helpers (mixing and tempering material) .....	.70
Plumbers and steamfitters .....	.90
Roofers:	
Felt and gravel: patent: composition .....	.90
Sheet metal .....	.90
Sheet metal workers .....	.90
Shingles (wood, asbestos) .....	.90
Stonecutters	1.10
Stonemasons	1.10
Stonemasons' helpers (mixing and tempering mortar) .....	.70
Terrazzo layers .....	.90
Terrazzo finishers and helpers:	
Dry .....	.80
Wet .....	.75
Watchmen .....	.55
Waxers and polishers (floor) .....	.70

Wharf repairs at White Rock, New Westminster, B.C. Name of contractors, Fraser River Pile Driving Company, Limited, New Westminster, B.C. Amount of contract, \$40,814.91. A fair wages schedule, dated April 21, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.25
Labourers .....	.80
Pile driver and derrick foremen	1.55
Pile driver and derrick engineers	1.37
Pile driver and derrick bridgemen	1.30
Pile driver and derrick boommen	1.30
Pile driver and derrick men (rigging, setting and signalling)	1.30
Pile driver and derrick firemen .....	.94
Watchmen .....	.60
Wharf and dock builders	1.30

Alterations and additions to the Public Building at La Tuque, P.Q. Name of contractor, Mr. Rosaire Dufresne, Three Rivers,

Construction of a wharf at Gull Bay, Lake Nipigon, Ont. Name of contractor, Mr. O. P. Haequiol, Fort William, Ont. Amount of con-

tract, \$7,544.50. A fair wages schedule, dated March 24, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$ 1.00
Blacksmiths' helpers .....	.75
Boatmen (rowboats) .....	.70
Drivers .....	.70
Driver, team and wagon	1.05
Hoist operators—tower (gas. or elec.) .....	.80
Labourers .....	.70
Motor boat operators .....	.75
Motor truck drivers .....	.75
Motor truck driver and truck	1.75
Pile driver and derrick foremen	1.35
Pile driver and derrick engineers	1.25
Pile driver and derrick men (rigging, setting and signalling) .....	.90
Pile driver and derrick firemen .....	.85
Pile driver and derrick labourers .....	.70
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.80
Watchmen .....	.65

Replacement of elevator and construction of a new hatchway at the Royal Canadian Mint, Ottawa, Ont. Name of contractors, Thomas Fuller Construction Company, Limited, Ottawa, Ont. Amount of contract, \$15,700. A fair wages schedule, dated June 16, 1947, in the terms following, was furnished for inclusion in the contract:

	Per Hour
Brick and hollow tile layers	\$ 1.25
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners	1.18
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.85
Gas. or elec. ....	.75
Electricians (inside wiremen)	1.05
Elevator constructors	1.22
Elevator constructors' helpers .....	.85
Labourers .....	.61
Lathers:	
Metal .....	.90
Wood .....	.85
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers .....	.90
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.25
Roofers:	
Felt and gravel; patent; composition .....	.65
Sheet metal	1.10
Sheet metal workers	1.10
Watchmen .....	.56

Wharf reconstruction, Creignish, Inverness, N.S. Name of contractors, Messrs. MacDonald, MacIsaac, and Tracey, Little Judique, N.S. Amount of contract, \$26,229.39. A fair wages schedule, dated April 24, 1947, in the

terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon .....	.85
Drill runners .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Harbour repairs and improvements, Parker's Cove, N.S. Name of contractors, Messrs. M. A. Condon and Son, Kentville, N.S. Amount of contract, \$116,570. A fair wages schedule, dated May 5, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.60
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.80
Dragline oilers .....	.70
Drill runners .....	.60
Engineers, operating, steam .....	.90
Enginemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Shovel operators (gas.)	1.25
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Tractor operators:	
Letourneau, etc. ....	.70
Small .....	.60
Watchmen .....	.45

Replacement of wharf at Welchpool, N.B. Name of contractors, Diamond Construction Company, Limited, Fredericton, N.B. Amount of contract, \$189,988. A fair wages schedule, dated April 22, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.60
Divers	14.48*
Divers' tenders	5.48*
(To be allowed full day's pay whether employed full or part time)	
*Per day.	

	Per Hour
Drivers .....	.50
Driver, team and wagon .....	.85
Engineers, operating, steam .....	.75
Engineers, crane (steam, gas. elec.) .....	.75
Gas. engine runner .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Wharf repairs at Port Hawkesbury, N.S. Name of contractor, Mr. C. R. MacDonald, Antigonish, N. S. Amount of contract, \$139,665.50. A fair wages schedule, dated April 21, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Carpenters and joiners .....	.75
Drivers .....	.50
Driver, team and wagon .....	.85
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Painters and glaziers .....	.70
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Alterations to the Ontario Hughes Owens Building, Ottawa, Ont. Name of contractors, Doran Construction Company, Limited, Ottawa, Ont. Amount of contract, \$75,000. A fair wages schedule, dated June 18, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers	\$.115
Brick and hollow tile layers	1.25
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners	1.18
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.85
Gas. or elec. ....	.75
Compressor operators (gas. or elec.) .....	.75
Electricians (inside wiremen)	1.05
Elevator constructors	1.22
Elevator constructors' helpers .....	.85
Enginemen, stationary .....	.70
Hoist operators—tower (gas. or elec.) .....	.70
Labourers .....	.61
Lathers	
Metal .....	.90
Wood .....	.85
Linoleum layers .....	.75
Mastic floor layers .....	.90
Mastic floor rubbers and finishers .....	.75
Mastic floor kettlemen .....	.75
Mastic floor labourers .....	.65

	Per Hour
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Ornamental iron workers .....	.90
Painters (spray)	1.11
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.25
Sheet metal workers	1.10
Tile setters:	
Asphalt .....	.90
Ceramic	1.20
Tile setters' helpers (all men assigned to help tradesmen) .....	.65
Watchmen .....	.56
Waxers and polishers (floor) .....	.65
Welders and burners (acetylene or elec.)	1.00

Reconstruction of wharf, Leonardville, Charlotte County, N.B. Name of contractors, Diamond Construction Company, Limited, Fredericton, N.B. Amount of contract, \$82,787.95. A fair wages schedule, dated April 14, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.60
Divers	14.48*
Divers' tenders	5.48*
(To be allowed full day's pay whether employed full or part time).	
Drivers .....	.50
Driver, team and wagon .....	.85
Engineers, operating steam .....	.75
Enginemen, stationary .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Pile driver and derrick foremen .....	.85
Pile driver and derrick engineers .....	.75
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45
Welders and burners (acetylene or elec.) .....	.70
*Per day.	

Wharf repairs and improvements at Grande Aldouane, N.B. Name of contractors, Diamond Construction Company, Limited, Fredericton, N.B. Amount of contract, \$13,865. A fair wages schedule, dated April 15, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.50
Drivers .....	.50
Driver, team and wagon .....	.85
Engineers, operating, steam .....	.90

	Per Hour
Engineers, crane (steam, gas. elec.) .....	.90
Gas. engine runners .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pile driver and derrick foremen	1.10
Pile driver and derrick engineers	1.00
Pile driver and derrick men (rigging, setting and signalling) .....	.80
Pile driver and derrick firemen .....	.75
Pile driver and derrick labourers .....	.65
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Reconditioning of ground floor and basement of Old Post Office Building, Saskatoon, Sask. Name of contractors, Shannon Brothers, Saskatoon, Sask. Amount of contract, \$19,962.30. A fair wages schedule, dated June 14, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.20
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners .....	.96
Cement finishers .....	.80
Electricians (inside wiremen) .....	.96
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.80
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.06
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.65
Watchmen .....	.55

Construction of a breakwater extension at L'Ardoise Beach, Inverness-Richmond, N.S. Name of contractor, Mr. Alex McIsaac, Antigonish, N.S. Amount of contract, \$18,320.17. A fair wages schedule, dated March 7, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon .....	.80
Drill runners .....	.60
Engineemen, stationary .....	.60
Hoist operators—tower (gas. or elec.) .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Breakwater replacement, Little Cape, Westmorland County, N.B. Name of contractors, Diamond Construction Company, Limited, Fredericton, N.B. Amount of contract, \$141,336.05. A fair wages schedule, dated April 24, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon .....	.85
Engineers, operating, steam .....	.75
Gas. engine runners .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Alterations, repairs and painting at public building, Antigonish, N.S. Name of contractors, Nova Scotia Construction Company, Limited, Halifax, N.S. Amount of contract, \$6,127. A fair wages schedule, dated May 20, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.00
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.55
Carpenters and joiners .....	.75
Cement finishers .....	.75
Cement and concrete mixer operators:	
Steam .....	.75
Gas. or elec. ....	.60
Drivers .....	.50
Driver, team and wagon .....	.85
Electricians (inside wiremen) .....	.75
Labourers .....	.50
Lathers:	
Metal .....	.70
Wood .....	.65
Linoleum layers .....	.65
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Painters and glaziers .....	.70
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.55
Plumbers and steamfitters .....	.85
Rodmen (reinforced steel) .....	.60
Roofers:	
Felt and gravel; patent; composition .....	.55
Sheet metal .....	.75
Sheet metal workers .....	.75
Watchmen .....	.45
Waxers and polishers (floor) .....	.55

DEPARTMENT OF TRANSPORT

Additional aerodrome development, Sioux Lookout, Ont. Name of contractors, Hewitson Construction Company, Limited, Port Arthur,

Ont. Amount of contract, \$88,832.50. A fair wages schedule, dated May 13, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.80
Asphalt tampers, smoothers and spreaders .....	.70
Axemen .....	.70
Blacksmiths .....	.95
Blacksmiths' helpers .....	.70
Compressor operators (gas. or elec.) .....	.80
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.85
Dragline oilers .....	.75
Drivers .....	.65
Driver, team and wagon	1.00
Drill runners .....	.75
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Road grader operators:	
Horsedrawn .....	.70
Including team	1.05
Gas .....	.75
Road roller operators (steam or gas.) .....	.90
Steam shovel engineers	1.25
Steam shovel firemen .....	.85
Steam shovel oilers .....	.75
Shovel operators (gas.)	1.25
Tractor operators:	
Letourneau, etc. ....	.90
Small .....	.80
Watchmen .....	.60

Construction of access road to Radio Range Station, Sioux Lookout, Ont. Name of contractor, Mr. O. Hacquoil, Fort William, Ont. Amount of contract, \$15,145. A fair wages schedule, dated May 13, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Axemen	\$.70
Blacksmiths .....	.95
Blacksmiths' helpers .....	.70
Compressor operators (gas. or elec.) .....	.80
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.85
Dragline oilers .....	.75
Drivers .....	.65
Driver, team and wagon	1.00
Drill runners .....	.75
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Powdermen .....	.75
Road grader operators:	
Horsedrawn .....	.70
Including team	1.05
Gas .....	.75
Road roller operators (steam or gas.) .....	.90
Steam shovel engineers	1.25
Steam shovel firemen .....	.85
Steam shovel oilers .....	.75
Shovel operators (gas.)	1.25
Tractor operators:	
Letourneau, etc. ....	.90
Small .....	.80
Watchmen .....	.60

Construction of concrete aqueduct, Fairview, Halifax, N.S. Name of contractors, Nova Scotia Construction Company, Limited, Halifax, N.S. Amount of contract, \$105,132. A fair wages schedule, dated April 24, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Axemen	\$.65
Blacksmiths .....	.85
Blacksmiths' helpers .....	.65
Boatmen (rowboats) .....	.60
Carpenters and joiners	1.05
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.85
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Divers	14.48*
Divers' tenders	5.48*
(To be allowed full day's pay whether employed full or part time.)	
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.80
Dragline oilers .....	.70
Drivers .....	.60
Driver, team and wagon .....	.95
Drill runners .....	.70
Engineers, crane (steam, gas. elec.) .....	.90
Enginemen, stationary .....	.70
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Pipe layers, caulkers and solderers .....	.70
Powdermen .....	.70
Pumpmen .....	.70
Road grader operators (gas.) .....	.70
Road roller operators (steam or gas.) .....	.85
Rodmen (reinforced steel) .....	.70
Steam shovel engineers	1.25
Steam shovel firemen .....	.80
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.25
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.70
Tractor operators:	
Letourneau, etc. ....	.80
Small .....	.70
Watchmen .....	.55
Welders and burners (acetylene or elec.) .....	.90

*Per day.

Construction of instrument landing facilities, Montreal Airport, Dorval, P.Q. Name of contractors, Dibblee Construction Company, Limited, Ottawa, Ont. Amount of contract, \$29,476.90. A fair wages schedule, dated April 2, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$.1.06
Cement finishers .....	.89
Cement and concrete mixer operators:	
Steam .....	.89
Gas. or elec. ....	.84
Compressor operators (gas. or elec.) .....	.84
Drivers .....	.67
Driver, team and wagon	1.07
Drill runners .....	.78
Electricians (inside wiremen)	1.11
Engineers, operating, steam	1.00

	Per Hour
Labourers .....	.67
Motor truck drivers .....	.67
Motor truck driver and truck	1.67
Painters (spray)	1.00
Painters and glaziers .....	.95
Pipefitters (surface-temp. work) .....	.78
Road grader operators:	
Horsedrawn .....	.73
Including team	1.07
Gas. ....	.84
Road roller operators (steam or gas.) .....	.95
Rodmen (reinforced steel) .....	.84
Roofers:	
Felt and gravel; patent; composition .....	.78
Sheet metal	1.06
Sheet metal workers	1.06
Shinglers (wood, asbestos)	1.06
Steam shovel engineers	1.28
Steam shovel firemen .....	.78
Steam shovel oilers .....	.73
Shovel operators (gas.)	1.28
Stonemasons	1.17
Stonemasons' helpers (mixing and tempering mortar) .....	.73
Tractor operators:	
Letourneau, etc. ....	.92
Small .....	.77
Watchmen .....	.62
Welders and burners (acetylene or elec.)	1.00

Construction of a radio receiver building at Lethbridge, Alta. Name of contractors, General Construction Company (Alberta), Limited, Lethbridge, Alta. Amount of contract, \$5,835.80. A fair wages schedule, dated January 29, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.10
Compressor operators (gas. or elec.) .....	.70
Drivers .....	.65
Driver, team and wagon .....	.95
Drill runners .....	.70
Electricians (inside wiremen) .....	.95
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Painters (spray)	1.00
Painters and glaziers .....	.90
Pipefitters (surface-temp. work) .....	.80
Road grader operators:	
Horsedrawn .....	.70
Including team	1.00
Gas. ....	.80
Road roller operators (steam or gas.) .....	.95
Sheet metal workers .....	.96
Shinglers (wood, asbestos)	1.10
Steam shovel engineers	1.17½
Steam shovel firemen .....	.70
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.17½
Stonemasons	1.26
Stonemasons' helpers (mixing and tempering mortar) .....	.70
Tractor operators:	
Letourneau, etc. ....	.95
Small .....	.80
Watchmen .....	.60

Additional airport development, Calgary Airport, Calgary, Alta. Name of contractors

Dutton Brothers and Company, Calgary, Alta. Amount of contract, \$366,631.25. A fair wages schedule, dated May 27, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders .....	.75
Blacksmiths	1.01½
Blacksmiths' helpers .....	.76½
Carpenters and joiners	1.10
Cement finishers	1.01
Cement and concrete mixer operators:	
Steam .....	.95
Gas. or elec. ....	.75
Compressor operators (gas. or elec.) .....	.75
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.75
Dragline oilers .....	.75
Drill runners .....	.75
Engineers, crane (steam, gas. elec.)	1.10
Enginemen, stationary .....	.70
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Pumpmen .....	.70
Road grader operators (gas.)	1.05
Road roller operators (steam or gas.)	1.00
Steam shovel engineers	1.25
Steam shovel cranemen	1.25
Steam shovel firemen .....	.75
Steam shovel oilers .....	.75
Shovel operators (gas.)	1.25
Tractor operators:	
Letourneau, etc.	1.05
Small, .....	.90
Watchmen .....	.60
Welders and burners (acetylene or elec.)	1.01½

(2) Dredging Work

Note: The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

DEPARTMENT OF PUBLIC WORKS

Dredging work at Rondeau (Erieau), Ont. Name of contractors, C. S. Boone Dredging and Construction Company, Limited, Toronto, Ont. Amount of contract, \$63,640.

Dredging work at Dalhousie, Restigouche, N.B. Name of contractor, Mr. Felix Michaud, Buctouche, N.B. Amount of contract, \$13,230.

Dredging work at Marsouins, Anse au Griffon and Riviere au Renard, Gaspé County, P.Q. Name of contractor, Captain Irene Verreault, Mechins, P.Q. Amount of contract, \$43,000.

Dredging work from Lake Ontario to Frenchman's Bay, Ont. Name of contractors, Canadian Carriers, Limited, Trenton, Ont. Amount of contract, \$5,670.

Dredging work at Kincardine, Ont. Name of contractors, McNamara Construction Company, Limited, Toronto, Ont. Amount of contract, \$27,648.

Dredging work at Deep Water Wharf, Campbellton, N.B. Name of contractors, Restigouche Dredging Company, Limited Cross Point, P.Q. Amount of contract, \$7,837.50.

Dredging work at Victoria Harbour, B.C. Name of contractors, British Columbia Bridge and Dredging Company, Limited, Vancouver, B.C. Amount of contract, \$195,750.

Dredging work at Port Hope, Durham County, Ont. Name of contractors, Russell Construction Company, Limited, Toronto, Ont. Amount of contract, \$34,265.

Dredging work at Malloch's Beach, Charlotte County, N.B. Name of contractors, Saint John Dredging Company, Limited, East Saint John, N.B. Amount of contract, \$7,020.20.

Dredging work at Cheticamp Beach and Cheticamp Point, Inverness County, N.S. Name of contractors, J. P. Porter Company, Limited, Montreal, P.Q. Amount of contract, \$118,800.

The following contracts, executed for the Department of Public Works, also contained the General Fair Wages Clause:—

Reconditioning of 50-ton derrick, Pictou, N.S. Name of contractors, Pictou Foundry and Machine Company, Limited, Pictou, N.S. Amount of contract, \$11,690.

Construction of a 60-cubic yard side dumping mud scow to attend Mackenzie River Dredge, N.W.T. Name of contractors, The Standard Iron Works Limited, Edmonton, Alta. Amount of contract, \$26,209.

(3) *Contracts for the Manufacture of Supplies and Equipment*

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation	2,772	\$2,287,659 89
Post Office	15	117,499 42
Royal Canadian Mounted Police	5	79,953 00

Labour Law

Recent Regulations under Provincial Legislation

RECENT Provincial regulations include Orders in Saskatchewan which exempt certain classes of workers entirely from the Hours of Work Act, 1947, and permit other workers to exceed the eight and 44-hour limits set by the Act, provided time and one-half is paid for hours worked after the limits imposed by the Orders.

In Ontario, regulations under the Hours of Work and Vacations with Pay Act were amended to provide for payment in lieu of holidays for workers who cease to be employed after working for an employer for upwards of three months.

British Columbia Male Minimum Wage Act

The overtime rate of time and one-half after eight and 44 hours is not payable to workers undergoing training in topographic mapping in connection with the logging industry, under an amendment to the Minimum Wage Order governing logging, (No. 1, 1947) (L.G., 1947, p. 198). The amending Order, which is to remain in force to September 30, 1947, was made on May 30 and gazetted June 5.

Ontario Hours of Work and Vacations With Pay Act

Persons employed in growing flowers, fruit or vegetables other than those engaged in selling these products or in floral designing were declared exempt from the provisions of the above Act relating to hours of work by an amendment to the regulations (L.G., 1945, p. 1844) which was made on June 12 and gazetted July 12.

Other amendments made on May 26, gazetted June 14 and effective July 1, add new stipulations concerning daily working hours, and provide for holiday pay with respect to workers who from time to time move from one employer to another.

The Act limits working hours to eight per day but the amended regulations permit this limit to be exceeded in an industry under the Industrial Standards Act to the extent provided by a schedule for that industry.

Hours of workers in restaurants must be confined within a 12-hour period. This pro-

vision does not apply to an establishment where food and lodging are regularly furnished to the public or to the members of a club not organized for pecuniary gain.

As regards holidays, a new section provides that unauthorized absences from work in excess of one day in each month of the working years, which are not due to illness, may be deducted from the holiday period.

Where a worker leaves after working for an employer for upwards of three months, with the exception of workers in the construction industry and those who are dismissed by the employer, the employer must pay him, in lieu of holidays, an amount equal to two per cent of his total earnings for the period in respect of which he is entitled to a holiday with pay. Such payment is to be in the form of "vacation with pay credit stamps" affixed by the employer to the worker's stamp book. The latter is to be provided by the Industry and Labour Board, on request, for 25 cents.

As before, a worker in the construction industry must be given vacation with pay credit stamps, purchased by the employer, at the end of each regular pay-period, in payment of the amount of holiday pay to which he is entitled for such period.

On or after June 30 in each year an employee may cash his "vacation with pay credit stamps" at any provincial savings office or chartered bank.

Saskatchewan Hours of Work Act

The Hours of Work Act, 1947, limits working hours to eight and 44 in cities, in all factories in the Province, and in offices and shops in places covered by the Minimum Wage Act; unless wages are paid at the rate of time and one-half after these limits. Recent Orders under the Act, effective on July 1, provide some measure of relaxation from these standards for certain classes of workers. Orders 1-3 affecting shop workers, professional and non-professional staffs in city hospitals, and lawyers and students-at-law were approved by Order in Council on June 6, and gazetted June 14. Orders 4, 6-10, approved by Order in Council on June 20 and gazetted June 27,

apply to workers in creameries, poultry-processing plants, garages, automobile service stations, grain elevators, fish-filleting plants, and sawmills, retail bread and milk salesmen, and to certain truck drivers and construction men. Orders 5, 11 and 12 approved by Orders in Council on July 9 and 16, gazetted July 25, deal with employees of daily newspaper publishers, Regina bus and street car operators, and chartered accountants and students in accountancy.

CLASSES EXEMPT

Entirely exempted from the Act are: registered medical doctors and internes; barristers, solicitors and students-at-law; workmen in grain elevators, feed or seed plants in or within a five-mile radius of any city; highway construction or construction of water, gas, oil or other pipe lines running into or through a city or within a five-mile radius; truck-drivers delivering milk to creameries who are paid \$115 or more per month; retail bread and milk salesmen; fish-processing plants; and sawmills or planing-mills in connection with logging operations which are carried on north of the northern boundaries of Township 52, or in any other part of the Province not within a five-mile radius of any city, town or village to which the Minimum Wage Act applies.

SHOPS

Workers in shops in cities with less than 10,000 people or within a five-mile radius, or in towns and villages, may be employed up to 11 hours on any one day of the week without payment of time and one-half, but time and one-half must be paid for any hour or part of an hour beyond 11 on any such day or beyond eight on any other day or beyond 44 in any week.

CITY HOSPITALS

Registered and student nurses are exempted from the Act, subject to the condition that the former must be paid time and one-half for all hours worked in excess of 96 in two consecutive weeks.

Non-professional staff in hospitals are exempted from the 44-hour-week limit until December 31, 1947, but they may not be required to work more than eight hours in a day or 48 in a week unless they are paid time and one-half thereafter.

CREAMERIES

With respect to workers in creameries, other than office workers, and in poultry-processing

plants in or within a radius of five miles of any city, daily hours may be extended to nine without payment of overtime. The overtime rate of time and one-half, however, applies after nine hours and after the "normal monthly hours of work." This term is defined as the number of hours obtained by multiplying seven hours and twenty minutes by the number of working days in a month.

GARAGES

Hours of garage and automobile service-station workers in or within a five-mile radius of any city are restricted to nine and 48, after which time and one-half must be paid.

Where weekly hours of these worker previously exceeded 48, rates paid otherwise than on an hourly or daily basis must not be reduced within 12 months, but the employer must increase an hourly, daily or piece-rate to an amount which exceeds it by not less than the percentage by which the previously established weekly hours exceeded 48. He is not required, however, to increase any rate by more than 25 per cent. Such increased rate must not be reduced within 12 months. An increased rate must be established to the nearest cent except where, by established practice, the rates paid are fixed to the nearest half cent.

OIL-TRUCKS

Employers of truck-drivers delivering gasoline and oil to farms, garages and automobile service stations must keep a record showing the number of hours over 44 in a week worked by an employee, and such hours are to accumulate to the employee's credit. In a week in which he works less than 44 hours, each hour less than 44 is to cancel an hour already accumulated; no reduction in the weekly wage is permitted. On July 1 of each year beginning July 1, 1948, or one year after the beginning of the driver's employment if he began work after July 1, 1947, or on any date approved in writing by the Minister, the employer must determine the number of hours to the workman's credit, and within 30 days pay him at the rate of time and one-half for each such hour or part of an hour.

When a truck-driver leaves his job, he must be paid at the regular hourly rate for all hours standing to his credit, but if he is dismissed he must be paid time and one-half for these hours.

AIRPORT CONSTRUCTION

Workers engaged in building an airport outside the limits of a city and within a radius of five miles of such city may work more than 48 hours in a week if they are paid time and one-half thereafter.

NEWSPAPERS

Editorial writers, reporters, advertising salesmen, advertising servicemen or supervisors of delivery boys employed by the publisher of a daily newspaper must be paid time and one-half for all time worked in excess of "normal monthly hours of work." The term is defined as the number of hours obtained by multiplying seven hours and twenty minutes by the number of working days in a month.

BUSES AND STREET CARS

Employees of the City of Regina who operate street cars, omnibuses and other vehicles used for public transportation may not be required to work more than nine hours a day or more than their "normal monthly hours of work," defined as above. For work after these limits they must be paid time and one-half.

CHARTERED ACCOUNTANTS

Chartered accountants and students in accountancy are exempted from the eight and 44-hour limits of the Act during any period when they are not employed in or within a five-mile radius of any city, town or village in which the office of any practising public accountant is located.

Canadian Vocational Training

DURING the month of June, 1947, the number of veterans being trained in all types of schools continued to decline. In addition, the numbers undergoing Training-on-the-Job in industry fell to below 10,000 for the first time since June, 1946.

At June 30, 1947, the number in training was 21,041, as compared with 26,910 at the end of May, 1947. The numbers in various types of training were distributed as follows:—

CVT Vocational Schools.....	6,573
CVT Pre-matriculation Schools	2,214
Training-on-the-Job	9,618
Private Schools.....	2,636

As the numbers under training decreased, it became necessary to consolidate the training facilities in different parts of the country. This resulted in the closing of CVT schools at Edmundston, N.B., Kitchener, Ontario, London, Ontario, Fort William, Ontario, Brandon, Manitoba, Prince Albert, Saskatchewan, and Medicine Hat, Alberta. Several other schools are now in the process of closing and will cease operations during the month of September.

In the closing of schools, it has been necessary to keep in mind that veterans are still being approved for Vocational and Pre-matriculation training. However, the decrease in numbers may be gauged from the fact that during the month of July, 1947, those approvals amounted to 642 for Vocational Training and only 44 for Pre-matriculation Training. A sufficient accommodation is being retained to

provide for the numbers who are likely to come forward for training between now and the end of the present calendar year.

The number of persons awaiting training for whom accommodation cannot be provided has fallen from 605 at the end of May, 1947, to 550 at the end of June, 1947. The bulk of those awaiting training are still desirous of training in three or four trades where accommodation is still lacking. The largest waiting lists are in Barbering and Watch Repair.

End of Training Rights

The Department of Veterans Affairs issued a statement recently asking veterans who plan to undertake training to make application for training as soon as possible—for veterans discharged comparatively recently or undergoing treatment, the right to apply for vocational training ends December 31 of this year. Because of the fact that there are still a few months, a number of veterans are deferring their applications in order to take advantage of summer employment.

The Department warned that certain institutions and classes were being closed because there were not sufficient veterans taking these particular courses. "The expense of these classes cannot be justified on the mere assumption that next November or December might bring an increased number of applications for them. Thus, it is imperative that those who require training commence while facilities are still adequate."

Institute of Textiles Completes First Year

THE Provincial Institute of Textiles established in Hamilton, Ontario in 1946 (L.G., 1946, pp. 863 and 1371) has completed its first term. At the exercises marking the closing of the first year evening school division, it was reported that the evening school students had come from 35 textile firms within a radius of 50 miles of Hamilton.

The employers of the students were hosts at a dinner at which Hon. Dana Porter, Provincial Minister of Planning and Development emphasized the benefits to be obtained by the students and the industry from the specialized technical courses.

Prizes were presented to eleven top-ranking students by the President of the Canadian Allied Textile Trades Association. Certificates

of standing for successfully completing the courses of instruction were presented as follows: course in Woollen Manufacture I, 48 certificates; course in Cotton Manufacture I, 33 certificates; course in Elementary Textile Mathematics, 18 certificates; course in Textile Fibres, 34 certificates; course in Introduction to Textile Chemistry and Dyeing, 21 certificates.

It was announced that day school classes will commence in September, 1947. In the meantime, the Principal of the Institute, Mr. C. C. Ashcroft, is visiting England to make a first-hand study of textile education in the British Isles and to endeavour to obtain British equipment for the Institute.

Unemployment Insurance

Unemployment Insurance Statistics, June, 1947

Analysis of Claims for Benefit—Adjudication of Claims—Status of Fund

REPORTS from the Dominion Bureau of Statistics show that a total of 21,365 claims for Unemployment Insurance benefit was filed in Canada during June, compared with 27,603 in May and 30,646 during June, 1946. Only in Prince Edward Island and Nova Scotia did claims filed during June slightly exceed those registered in May.

On June 30, there were 47,817 (31,109 male and 16,708 female) live claims (ordinary) on the unemployment register, as against 59,410 (40,164 male and 19,246 female) at May 31 and 82,382 (60,210 male and 22,172 female) on the last working day of June, 1946. In addition to the ordinary claims a total of 2,616 (2,230 male and 386 female) other claims were recorded on the live unemployment register at June 30, compared with 3,264 (2,800 male and 464 female) at May 31. These are largely short-time claims registered by those who have been put on short time at the establishment in which they are employed, but a few are casual claims, filed by persons who, on the basis of their employment experience, are classed as casual workers.

During June, 27,470 claims were adjudicated, 18,025 being considered entitled to benefit and 9,445 not entitled to benefit. The chief reasons for non-entitlement were "insufficient contributions while in insurable employment" 2,853 cases, "refused an offer of work and neglected an opportunity to work" 2,734 cases, "voluntarily left employment without just cause" 1,938 cases.

In Table 6, persons on the live unemployment register at June 30 are classified according to the number of days they have been

continuously on the register since the last initial or renewal claim was filed. For this purpose only those initial claims that immediately follow the termination of a benefit year are ignored. Thus, the objective in this table is to classify according to the duration of the current case of unemployment.

Benefit was paid during June to 62,221 persons who received a total of \$2,153,537 for 1,122,849 compensated unemployed days, compared with 83,982 persons paid \$3,072,952 for 1,584,428 unemployed days in May and 103,231 persons paid \$4,472,995 for 2,243,727 unemployed days during June, 1946.

The average duration of the unemployment compensated was, then, 18.0 days in June, 18.9 days in May and 21.7 days in June last year. The average amount of benefit paid per beneficiary was \$34.61 in June, \$36.59 in May and \$43.33 in June, 1946. The average amount of benefit paid per compensated day of unemployment was \$1.92 in June, \$1.94 in May and \$1.99 in June, 1946.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending June 30, 1947 showed 2,736,177 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 155,423 since May 31, 1947.

As at June 30, 1947, 178,572 employers were registered as having insurable employees representing an increase of 2,228 since May 31, 1947.

TABLE 1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1946 TO JUNE 30, 1946 AND FROM APRIL 1, 1947 TO JUNE 30, 1947

Region	1946		1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	12,622	172,760	13,243	193,724
Quebec.....	44,273	692,038	47,401	771,331
Ontario.....	61,244	936,289	66,688	1,094,788
Prairie.....	30,034	380,660	32,188	403,969
Pacific.....	16,874	228,818	19,052	272,365
Total for Canada.....	165,047	2,410,565	178,572	2,736,177

Library Catalogue

Mr. J. G. Bisson, Chief Commissioner, Unemployment Insurance Commission, recently approved the issuing of a library catalogue which outlines the titles, authors' names, and other relevant information of

publications held in the Commission's library. Distribution has been made to officers of the Commission at head office, regional office and local office levels, as well as to librarians of other government departments.

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO JUNE, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,825	34,777	27,603
June.....	4,629	1,772	3,226	10,857	30,646	21,365
July.....	2,668	1,087	3,106	10,886	27,576	
August.....	1,855	1,370	3,241	20,557	25,115	
September.....	1,118	1,013	3,715	40,473	28,555	
October.....	1,058	1,475	6,222	36,717	34,891	
November.....	1,748	2,896	11,798	53,325	37,111	
December.....	3,337	6,562	13,770	57,612	52,479	
Total.....	26,924	36,660	90,897	296,391	488,667	239,324

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, JUNE, 1947

Province	Claims Filed at Local Offices			Disposal of Claims Disposal of Claims (including claims pending from previous months) ⁽¹⁾		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending ⁽²⁾
Prince Edward Island.....	153	111	42	90	38	118
Nova Scotia.....	3,729	2,828	901	2,005	970	2,732
New Brunswick.....	951	716	235	746	509	814
Quebec.....	5,912	4,283	1,629	5,034	3,408	2,805
Ontario.....	5,270	3,794	1,476	4,857	2,404	2,559
Manitoba.....	1,535	1,010	525	1,885	659	638
Saskatchewan.....	485	350	135	398	278	198
Alberta.....	890	513	377	880	267	286
British Columbia.....	2,440	1,684	756	2,130	882	2,193
Total, Canada, June, 1947.....	21,365	15,289	6,076	18,025	9,445	12,343
Total, Canada, May, 1947.....	27,603	19,378	8,225	24,939	13,405	13,401
Total, Canada ⁽³⁾ June, 1946.....	30,646	21,135	9,511	26,263	7,404	10,730

⁽¹⁾ Action taken at Insurance Offices.

⁽²⁾ Includes claims referred to appeals.

⁽³⁾ Revised claims for 1946 not available.

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of June, 1946	Month of June, 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	3,058	2,853	14,477
Not capable of and not available for work.....	207	647	1,872
Loss of work due to a labour dispute.....	962	254	968
Refused offer of work and neglected opportunity to work.....	261	2,734	7,930
Discharged for misconduct.....	303	187	869
Voluntarily left employment without just cause.....	2,150	1,938	7,422
Other reasons ⁽¹⁾	463	832	3,197
Total.....	7,404	9,445	36,735

⁽¹⁾ These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, JUNE, 1947

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	331	64	6,624	12,270
Nova Scotia.....	7,183	1,515	126,121	259,261
New Brunswick.....	2,869	700	42,248	84,210
Quebec.....	19,693	4,644	357,407	650,759
Ontario.....	15,563	3,976	299,702	572,976
Manitoba.....	5,123	1,348	90,156	170,144
Saskatchewan.....	1,684	400	30,763	57,887
Alberta.....	2,477	710	38,561	76,690
British Columbia.....	7,298	1,734	131,267	269,340
Total, Canada, June, 1947.....	62,221	15,091	1,122,849	2,153,537
Total, Canada, May, 1947.....	83,982	20,934	1,584,428	3,072,952
Total, Canada, June, 1946.....	103,231	22,276	2,243,727	4,472,995

TABLE 6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, JUNE 30, 1947

Province	Total	6 days or less	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	344	92	18	26	42	51	115
Male.....	232	45	12	17	31	36	91
Female.....	112	47	6	9	11	15	24
Nova Scotia.....	7,764	1,373	787	1,294	1,034	949	2,327
Male.....	6,836	1,269	721	1,174	888	794	1,990
Female.....	928	104	66	120	146	155	337
New Brunswick.....	2,086	469	115	244	302	258	698
Male.....	1,670	421	89	185	229	197	549
Female.....	416	48	26	59	73	61	149
Quebec.....	14,481	2,069	1,189	1,727	2,444	1,935	5,117
Male.....	9,498	1,403	727	1,065	1,548	1,331	3,424
Female.....	4,983	666	462	662	896	604	1,693
Ontario.....	13,529	2,055	889	1,360	1,977	1,657	5,591
Male.....	7,207	1,237	507	760	993	774	2,936
Female.....	6,322	818	382	600	984	883	2,655
Manitoba.....	3,540	358	252	430	637	555	1,308
Male.....	2,011	137	150	204	310	337	873
Female.....	1,529	221	102	226	327	218	435
Saskatchewan.....	1,202	127	98	138	162	178	499
Male.....	728	83	55	77	91	104	318
Female.....	474	44	43	61	71	74	181
Alberta.....	1,659	233	130	202	252	230	612
Male.....	1,157	155	92	145	174	149	442
Female.....	502	78	38	57	78	81	170
British Columbia.....	5,828	806	425	622	893	748	2,334
Male.....	4,000	508	315	393	563	502	1,719
Female.....	1,828	298	110	229	330	246	615
TOTAL.....	50,433	7,582	3,903	6,043	7,743	6,561	18,601
Male.....	33,339	5,258	2,668	4,020	4,827	4,224	12,342
Female.....	17,094	2,324	1,235	2,023	2,916	2,337	6,259

TABLE 7.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1947

Fiscal Year Ended March 31	REVENUE							EXPENDITURE		
	CONTRIBUTIONS (Gross less Refunds)							Total Revenue	Benefit Payments	
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities			
	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64
April.....	*1,290 87	*Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 54	2,189,549 78	3,778,228 88	371,289,946 54
May.....	3,286,771 69	981,289 50	2,431,448 93	6,699,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95	376,905,667 51
June.....	3,383,750 49	999,288 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06	383,414,055 94
Sub Total.....	6,671,813 05	1,980,578 12	5,786,663 16	14,439,054 33	2,888,246 24	1,647 00	2,204,867 62	19,533,815 19	8,998,384 89	383,414,055 94
Grand Total.....	199,873,087 66	70,283,556 45	102,183,931 71	372,340,575 82	74,470,263 23	11,773 89	28,129,312 88	474,951,925 82	91,537,869 88	383,414,055 94

The column for "Bulk" includes Miscellaneous \$1,742.38 and Contributions for Armed Service \$12,182,019.61.

The column "Interest on Investments and Profit on Sale of Securities" represents:

(a) The exact amount of interest earned for each calendar fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

* April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU. B. 98 (27 June, 1946)

Held that when a person has been unemployed for approximately four months, work away from home at wages prevailing in the district and where housing accommodation is available is suitable employment within the meaning of the Act.

The material facts of the case are as follows:—

The claimant, a single woman, aged 28 years, was last employed by a defence industry from January 14, 1942 to June 4, 1945, as a detonator operator, receiving 57 cents an hour.

She made claim for benefit on June 14, 1945, which was allowed and she received benefit until October 18, 1945, when she was disqualified by the Insurance Officer on the grounds that she had, without good cause, refused to apply for a situation in suitable employment which was notified to her on October 2, 1945.

From this decision the claimant appealed to the Court of Referees which, by a unanimous decision, reversed the decision of the Insurance Officer on the grounds that the claimant's domestic circumstances interfered with the acceptance by her of the employment of which she was notified and that there was no transportation provided to enable her to be home each evening.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that the claimant is without legal domestic obligations and that after four months of unemployment and receiving benefit for three months she should be prepared to accept employment which involves living away from home if it is otherwise suitable.

DECISION

The decision of the Umpire was that the claim should be disallowed and gave as his reasons:—

According to the submission, the claimant had been in receipt of benefit for a period slightly over three months. The employment to which the claimant was notified was approximately 25 miles from her home, the wages offered being 36 cents an hour and the hours of employment fifty a week. It is stated that on a piece-work basis the wages earned average from \$20 to \$25 per week. The rate offered was the prevailing rate for female employees in the district and room and board was available for approximately \$8 per week. The reasons given by the claimant for refusing to accept this employment were that it was too far away from her home, that there was no transportation of any kind to enable her to travel between the place of employment and her home and that she had to be home at nights due to the illness of her mother, a medical certificate having been produced to this effect.

The question to consider is whether the claimant has without good cause refused suitable employment of which she was notified.

There was evidently very little prospect of the claimant finding employment of a type that could be regarded as suitable in her home district. She has already been unemployed for approximately four months and it is evident from the submission that if the claimant intended to re-establish herself in the labour market she would have to obtain employment outside her own district. The work offered to her was of a type which she was capable of performing and at wages that were the accepted rate for the district. In refusing to accept work outside of her own district, the claimant is restricting her availability. If her domestic obligations are of such a nature as is claimed, then it might be considered that she was not available to accept suitable employment.

I consider that where a person has been unemployed for a period of approximately four months and is requested to accept employment away from home at wages prevailing in the district and where housing accommodation is available, then such employment must be regarded as suitable within the meaning of the Act.

CU. B.101
(28 June, 1946)

Held that a taxi driver who was temporarily suspended by his employer following a police court conviction for dangerous driving while on duty is deemed to be separated from his employment by reason of misconduct within the meaning of the Act.

The material facts of the case are as follows:—

The claimant, a married man, aged 46 years, was employed as a taxi driver from 1939. On January 7, 1946, he was charged in Police Court with dangerous driving, was found guilty and fined \$35 and his licence was suspended for thirty days. As a consequence he was discharged from his employment on January 10, 1946, and re-employed by the same employer after the thirty-day suspension of his licence had expired.

He applied for benefit on January 14, 1946. The Insurance Officer disallowed the claim and disqualified the claimant on the ground that he had lost his employment by reason of his own misconduct.

From this decision the claimant appealed to the Court of Referees before which he appeared. By unanimous decision the Court allowed the claim on the ground that the misconduct referred to in the Act refers to misconduct arising out of relationship of the employer and the employee and not to

infractions of the law which indirectly may affect the employee's qualifications to carry on his employment.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that by his own misconduct the claimant lost his licence, thereby depriving himself of the ability to carry out his usual occupation as a taxi driver and such misconduct is within the meaning of the Act.

DECISION

The Umpire's decision was that the claim should be not allowed and gave as his reasons:—

The questions to decide are whether misconduct as shown in this case can be deemed to be misconduct within the meaning of the Act and whether the claimant lost his employment through his own misconduct.

In this instance there is no doubt that misconduct has been proven by the usual course of judicial procedure.

It was during his working hours and whilst on duty that the claimant was guilty of two offences, driving at an excessive speed and driving past a stop signal at a street intersection.

This offence or misconduct was during the course of and in connection with this employment. Proven misconduct under these circumstances is in the same category as proven misconduct against any insured person who works at some other occupation and becomes separated from employment as the result of his misconduct. On the other hand, had the offence been committed outside the hours of his normal employment the question would have to be considered from a different standpoint.

Employment, Hours and Earnings

Introduction

A HIGH level of seasonal activity in all branches of industry was straining Canadian manpower resources throughout the spring and early summer months of 1947. Labour surpluses had been reduced to the lowest point since V-J Day. In general, the current expansion in production was contributed to the improved material supply situation and the normal seasonal upswing. Since peak employment is not normally reached until October, it was expected that the shortage of labour might become acute during the next few months. In the meantime, students on summer vacation would provide an additional source of labour.

The general competition for qualified labour was reflected in high labour turnover, rising wages, and increased pressure for immigration. In primary industries, particularly mining and logging, the need for labour was most urgent. Inter-regional transfers of workers had helped a great deal. The 4,500 Polish veterans brought from Europe since last fall had eased the farm labour situation considerably, although the supply of seasonal harvest workers was currently below demand.

By the end of July, unplaced applicants registered at National Employment Service Offices had fallen below the 100,000 mark, or 35,000 fewer than the yearly low for 1946. In general, the available supply had been narrowed down to the partially-qualified, the physically unfit, the over-aged, and the unemployed in depressed areas. An indication of employment expansion was also provided in the decline in the number of persons claiming unemployment insurance. Live claims for unemployment insurance dropped from 59,000 at June 1 to 48,000 one month later.

Employment in the eight leading industries (as reported to the Dominion Bureau of Statistics by employers having 15 or more employees) gained by 50,000 during May. Seasonal activity in mining, transportation, and services boosted employment beyond all previous post-war records, with the exception of that recorded at December 1, 1946. The index of employment (June 1, 1941=100) rose by 3.4 points during May to total 120.8 at June 1. At that date, employment totalled 1,899,000.

The negotiating of collective agreements, which had begun to take place during the

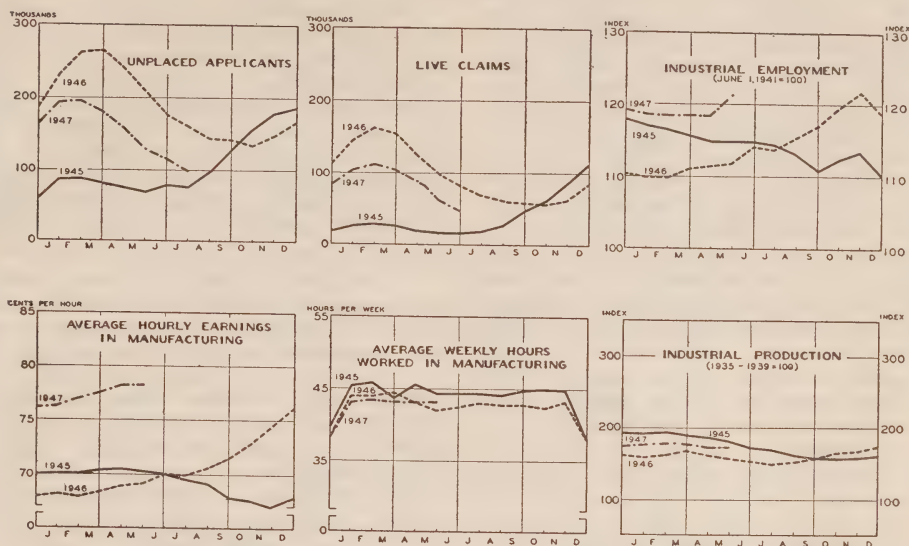
spring months, was making itself felt in a steady rise in wage rates during May. At June 1, hourly earnings of hourly-rated employees in manufacturing totalled 79.8 cents as against 78.3 cents one month before. At the same time, the average work-week was being reduced, falling from 43.2 hours during the last week in April to 42.9 hours, one month later.

The Maritime region reported that the over-all outlook for employment was brighter. Almost 2,000 men and women had been moved to jobs in Ontario mostly from the Cape Breton and New Glasgow districts. This had relieved the unemployment burden in these areas considerably. The coal strike ended early in June. A seven million dollar contract with the Argentine Government will sustain shipbuilding employment at Halifax for two or three years. Building construction was progressing well, with only minor shortages of skilled building tradesmen; a number of contracts, however, had been postponed because of high building costs. The pulpwood industry was increasing its labour demand in order to offset delays caused by wet weather and fly conditions; orders for experienced cutters and peelers exceeded the supply. Tourist reservations pointed to a record season.

In the Quebec region, demand for labour was increasing in all industries. The mining industry faced a serious labour shortage—underground workers were leaving for outdoor summer jobs and replacements could not be obtained because of the general competition for labour. The distribution of another group of Polish veterans was recently completed and was expected to ease considerably the scarcity of year-round farm workers. Construction continued at a record level and a shortage of skilled tradesmen was developing. Residential building had dropped slightly, but institutional and commercial building was at peak activity. Many large engineering projects were under construction, i.e., the power development extension of the Quebec Hydro, costing from two to three million dollars. All transportation lines were very busy; Montreal harbour was so crowded with vessels that some were forced to anchor in mid-stream awaiting a berth.

SELECTED LABOUR MARKET INDICATORS

1945 — 1946 — 1947



SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

NOTE:—Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947 June	1947 May	1947 April	1946 June	1946 May	1946 April
Civilian Non-Institutional Population—(1)...	8,930,000	(†)	(†)	8,718,000	(†)	(†)
Civilian Labour Force—(1).....	4,912,000	(†)	(†)	4,828,000	(†)	(†)
Employment—						
Employed (1).....	4,821,000	(†)	(†)	4,702,000	(†)	(†)
Index (June 1, 1941=100) (2).....	120.8	117.6	118.3	111.3	110.9	110.6
Total (2).....	1,899,247	1,848,688	1,858,738	1,735,435	1,728,535	1,330,580
Male (2).....	1,495,750	1,445,394	1,454,557	1,347,788	1,339,259	940,434
Female (2).....	403,497	403,294	404,151	387,647	389,276	390,146
Unfilled Vacancies at N.E.S.	102,648	92,190	81,735	114,108	111,455	82,747
Vacancies Notified (2).....	29,796	34,017	32,128	37,694	40,089	37,131
Applications for Employment (2).....	29,921	28,804	29,805	38,205	35,376	33,158
Referrals (2).....	25,081	26,087	24,375	27,284	27,907	26,028
Placements (2).....	15,304	15,762	14,849	17,368	17,985	15,930
Unemployment—						
Unemployed (1).....	91,000	(†)	(†)	126,000	(†)	(†)
Unplaced Applicants at N.E.S.—						
Total.....	126,481	156,963	181,354	210,404	242,414	266,428
Male.....	94,170	122,771	145,906	170,149	196,797	217,491
Female.....	32,311	34,192	35,448	40,255	45,617	48,937
Unemployment Insurance Claims.....	59,410	82,276	103,291	98,810	123,950	154,820
Unemployment in Trade Unions..... %	0.8	(†)	(†)	1.3	(†)	(†)
Earnings and Hours—						
Index, Aggregate Weekly Payrolls (June 1, 1941=100) (4).....	168.7	164.0	163.9	137.0	138.0	139.5
Per Capita Weekly Earnings..... \$	36.06	35.97	35.78	31.80	32.16	32.56
Average Hourly Earnings..... £	79.8	78.3	77.6	69.1	68.9	68.4
Average Hours Worked per Week.....	42.9	43.2	43.2	42.0	43.0	44.4
Industrial Production—						
Index (1935-39=100) (5).....	175.2	175.0	177.4	156.4	161.5	165.8

(†) Not available.

(1) Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics.

All figures represent persons 14 years of age and over.

(2) Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees.

(3) Weekly average for month in non-agricultural industries reporting to National Employment Service.

(4) Average hourly earnings and man-hours apply to manufacturing only.

(5) During the month.

(6) For more recent figures, see below, under Operations of the National Employment Service.

The Ontario region reports that seasonal activity in all fields was creating a great demand for workers. Firms were continuing to weed out incompetent workers, with the result that much of the available labour supply was composed of near-employables. In manufacturing, there was an active labour demand despite some raw material bottlenecks. Labour turnover was a problem for firms producing machinery, and steel shortages still hindered production. About 1,700 men and 60 women had been brought from Nova Scotia to work in Ontario factories, and many repeat orders for these workers indicated the high quality of the transferees. An additional group of 670 Polish veterans recently were distributed to farms within the region, but there was still a strong seasonal demand for western harvesters. There was a heavy need for pulpwood cutters but hot weather and the fly season made recruiting difficult. Gold production was showing a marked gain over the corresponding period of last year; improvement in labour conditions was the chief factor.

In the Prairie region, labour requirements varied between areas with the heaviest needs reported in the eastern section. Farm workers were in heavy demand in Manitoba; in Saskatchewan, the arrival of two groups of Polish veterans prevented any great farm labour shortage; Alberta reported fairly light labour demand. Approximately 850 women

had been transferred to fruit districts in British Columbia. Several mining companies had started housing programs in an attempt to attract workers and reduce labour turnover. In the manufacturing field, building material firms were working at capacity and sawmills and pulp and paper mills were operating on a 24-hour shift. Iron and steel firms were active and reported a scarcity of skilled tradesmen; one company at Fort William had secured a two million dollar contract with the South African Government for buses. A shortage of construction tradesmen was developing under the pressure of work which had been delayed by wet weather or lack of supplies.

In the Pacific region, the general employment outlook was very bright, and jobs were available at all points in the region. Available supply, however, was concentrated for the most part in Vancouver, New Westminster and Victoria. The construction industry was boosting employment strongly; out-of-town demand predominated. Logging activity was expected to boom now that recent wage negotiations had been successfully completed. The mining industry was expected to face an even greater scarcity of manpower when the University students now employed leave the industry in the fall. Mining employment had been below capacity for some years past and drastic steps were needed in order to obtain additional skilled miners.

Employment and Payrolls at the Beginning of June, 1947

IMPORTANT expansion in employment was reported by leading firms in the eight major industrial groups at the beginning of June as compared with a month earlier; the upward movement was greater than at June 1 in any other year since 1941. The Dominion Bureau of Statistics tabulated information from 17,696 employers with a combined working force of 1,899,247 men and women in the following industries:—manufacturing, logging, mining, communications, transportation, construction and maintenance, trade and services, consisting of hotels and restaurants and laundries and dry-cleaning establishments. This was an increase of 2.7 per cent over their May 1 staffs of 1,849,139. Based on the 1926 average as 100, the index of employment advanced from 179.6 at that date to 184.5 at the beginning of June, when it was the highest in the record for the time of year, exceeding by 8.6 per cent that of 169.9 at June 1, 1946; the situation had then been seriously affected by industrial disputes. Pre-

viously, the high figure for June 1 was that of 181.2 in 1943.

The general trend at the date under review was favourable in all provinces, and in all main industrial divisions. The reported additions to the working forces in manufacturing were moderate, being rather less-than-normal in the experience of earlier years of the record; activity in this group of industries was nevertheless maintained at a high level, the index being at its maximum in the period since September 1, 1945. Among the non-manufacturing classes, there were large gains in mining, transportation and construction; in mining, the partial resumption of operations in the coal fields of Nova Scotia and New Brunswick, following the settlement of the prolonged industrial dispute, contributed materially to the increased volume of employment. Improvement which was important, though on a smaller scale than in the group of industries just mentioned, was also recorded in logging, communications, hotels and restaurants, and trade.

Payrolls

The reporting firms in the eight leading industries at the beginning of June paid \$68,368,861 in salaries and wages for services rendered in the week preceding, a sum which was greater by three per cent than the payrolls which they had distributed at May 1. The weekly earnings¹ of the persons in recorded employment averaged \$36 at June 1, the highest in the record of six years. The per capita figure at May 1 was \$35.89, while at June 1 in earlier years of the record, the averages were as follows: 1946, \$31.68; 1945, \$32.10; 1944, \$31.80; 1943, \$30.93; 1942, \$28.20,

and 1941, \$25.25. In the last 12 months, there has been a gain of 23.4 per cent in the index of aggregate payrolls, accompanying that of 8.6 per cent in the indicated numbers of workers. The per capita earnings have risen by 13.6 per cent. In connection with these percentages, it may be repeated that the situation at the beginning of June, 1946, had been seriously affected by industrial disputes.

When the figures of employment and payrolls in financial institutions are included, the survey shows that the total persons in recorded employment in the nine leading industries at June 1 numbered 1,979,362, as

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.

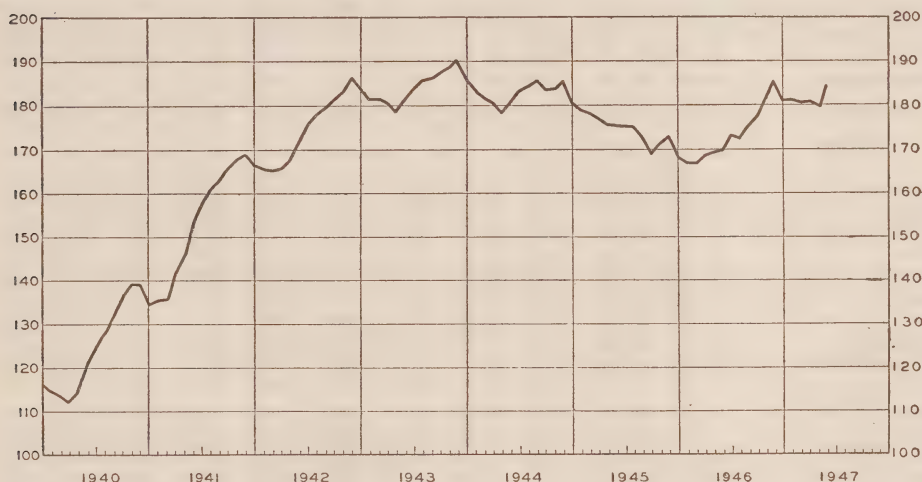


TABLE I.—INDEX NUMBERS OF EMPLOYMENT, PAYROLLS AND WEEKLY EARNINGS, BASED ON JUNE 1, 1941—100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS.

(The latest figures are subject to revision.)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Earnings	Index Numbers of			Average Weekly Earnings
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
			\$	\$			\$	\$
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
June 1, 1944.....	118.1	146.0	125.9	31.80	132.8	166.7	127.6	32.64
June 1, 1945.....	114.8	143.3	127.1	32.10	124.4	157.2	128.6	32.88
June 1, 1946.....	111.3	136.6	125.5	31.68	109.9	134.3	124.5	31.83
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.05	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
Apr. 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.7	143.2	36.61

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at June 1, 1947, by the Reporting Establishments and Aggregate and Average Weekly Earnings of such Employees, together with Index Numbers of Employment and Payrolls as at June 1, 1947, and May 1, 1947, with Comparative Figures for June 1, 1946. Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at June 1, 1947	Aggregate Weekly Payrolls at June 1, 1947	Average Weekly Earnings at			Index Numbers of					
			Earnings at			Employment			Aggregate Weekly Payrolls		
			June 1, 1947	May 1, 1947	June 1, 1946	June 1, 1947	May 1, 1947	June 1, 1946	June 1, 1947	May 1, 1947	June 1, 1946
		\$	\$	\$	\$						
(a) PROVINCES											
Maritime Provinces	128,593	4,067,224	31.63	33.25	30.16	108.8	99.5	113.5	157.1	151.0	156.2
Prince Edward Island.....	2,897	84,672	29.23	30.30	26.28	130.1	119.5	123.4	174.1	165.9	148.1
Nova Scotia.....	70,031	2,155,082	30.77	32.66	30.60	98.3	84.5	107.4	133.8	122.0	145.4
New Brunswick.....	55,665	1,827,520	32.83	34.03	29.75	124.9	122.8	122.8	196.6	200.4	175.2
Quebec	563,031	19,555,407	34.73	34.51	30.76	119.1	115.8	111.1	172.4	166.6	142.2
Ontario	801,000	29,511,140	36.84	36.55	31.88	118.8	117.4	110.6	161.4	158.3	129.8
Prairie Provinces	223,634	8,130,450	36.36	36.27	32.74	126.2	121.4	119.5	173.4	166.3	147.8
Manitoba.....	101,002	3,656,907	36.21	36.08	32.65	122.5	119.4	115.7	167.1	162.4	142.3
Saskatchewan.....	44,473	1,576,120	35.44	35.13	31.65	123.4	115.5	117.3	168.6	156.7	142.9
Alberta.....	78,159	2,897,423	37.07	37.14	33.49	133.1	127.5	126.1	185.1	177.6	158.3
British Columbia	182,989	7,104,640	38.83	38.50	34.11	124.4	138.0	103.3	194.1	186.5	124.1
CANADA	1,899,247	68,368,861	36.00	35.89	31.68	120.8	117.6	111.3	168.5	163.7	136.6
(b) CITIES											
Montreal	281,845	9,865,326	35.00	34.85	31.61	126.7	125.3	119.8	172.3	170.0	147.7
Quebec City	26,576	826,804	31.11	30.19	26.94	108.1	104.1	100.3	160.2	149.6	129.1
Toronto	253,454	9,297,794	36.68	36.40	32.18	123.2	123.0	115.3	168.4	166.7	138.1
Ottawa	24,097	760,614	31.56	31.23	28.00	119.9	117.9	113.4	164.1	159.6	137.4
Hamilton	61,318	2,273,877	37.08	36.84	31.34	114.3	112.7	106.9	154.5	151.4	122.0
Windsor	37,884	1,623,250	42.85	43.52	36.29	118.5	114.7	116.0	135.3	132.9	111.6
Winnipeg	65,376	2,176,753	33.30	33.05	30.36	125.7	124.5	119.2	164.4	161.7	142.3
Vancouver	82,687	2,998,834	36.27	36.38	32.42	156.4	153.1	126.7	213.8	210.0	155.5
Halifax	20,970	662,897	31.61	33.40	28.78	116.4	115.9	125.1	162.4	170.8	157.8
Saint John	13,101	416,770	31.81	31.50	28.20	123.2	134.0	117.7	181.2	194.5	153.7
Sherbrooke	10,122	308,730	30.50	30.07	25.65	112.1	113.5	101.0	164.4	164.1	124.6
Three Rivers	11,115	398,702	35.87	33.31	30.47	134.4	126.9	123.3	186.5	163.5	147.2
Kitchener-Waterloo	19,528	689,667	35.32	35.11	28.58	129.8	129.8	122.0	202.0	200.2	153.2
London	25,095	859,278	34.24	33.81	30.05	140.4	140.2	126.0	188.2	185.7	149.8
Fort William-Port Arthur	11,612	445,782	38.39	37.07	34.59	80.9	77.1	72.6	116.6	107.2	93.8
Regina	11,453	359,744	31.41	31.80	28.99	125.4	120.5	113.6	170.5	165.9	145.6
Saskatoon	7,525	241,253	32.06	31.60	27.76	149.5	144.2	144.1	215.9	205.3	181.6
Calgary	20,335	698,049	34.33	34.14	31.68	128.1	126.5	120.6	174.3	171.1	146.0
Edmonton	19,906	654,390	32.87	32.95	29.75	143.8	138.5	139.0	194.4	187.6	169.6
Victoria	13,472	489,390	36.33	35.24	30.46	155.0	149.2	140.2	224.6	209.7	170.2
(c) INDUSTRIES											
Manufacturing	1,039,190	38,048,411	36.61	36.27	31.83	117.6	116.5	109.9	165.7	162.7	134.3
Durable Goods.....	484,752	18,847,357	38.88	38.83	33.79	114.4	113.4	104.4	157.9	156.2	125.4
Non-Durable Goods... Electric Light and Power.....	529,105	18,148,706	34.30	33.67	29.80	120.4	119.6	114.9	174.8	170.5	144.4
Logging.....	25,333	1,052,348	41.54	42.03	38.65	125.4	120.5	117.3	163.6	159.0	139.7
Mining.....	74,218	2,516,377	33.91	35.19	24.89	154.0	152.4	122.4	261.8	268.9	153.1
Communications.....	74,139	3,052,056	41.17	43.54	38.93	88.8	73.7	88.9	114.8	107.6	109.7
Transportation.....	44,755	1,540,230	34.41	33.76	32.69	170.5	166.0	145.5	215.3	205.7	174.8
Construction and Maintenance.....	180,030	7,807,768	43.37	43.55	38.64	141.7	136.3	128.3	187.6	181.2	151.5
Services.....	193,480	6,677,118	34.51	34.63	30.88	107.6	95.8	94.3	161.4	144.2	126.9
Trade.....	62,223	1,444,914	23.22	23.37	20.73	138.4	134.7	130.3	198.4	194.6	167.9
Eight Leading Industries	231,212	7,281,994	31.49	31.11	28.37	128.6	128.0	119.7	171.7	168.8	144.5
Finance	80,115	3,005,285	37.51	37.42	34.77	132.0	131.8	123.9	171.4	170.8	149.3
Total—Nine Leading Industries	1,979,362	71,374,146	36.06	35.95	31.81	121.3	118.2	111.8	168.7	164.0	137.0

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments, and clay, glass and stone products.

* Consisting almost entirely of hotels and restaurants, and laundries and dry-cleaning plants.

compared with 1,929,175 at the beginning of May. The indicated weekly salaries and wages increased from \$69,359,610 at that date, to \$71,374,146 at the beginning of June. The per capita earnings in the nine industries stood at \$36.06, as compared with \$35.95 at May 1, and \$31.81 at June 1, 1946.

Table II summarizes the latest statistics of employment and payrolls for the major industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at May 1, 1947, and June 1, 1946 and 1945. Table I contains a monthly record for the eight and the nine leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1943.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100; to facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table I shows that in the period for which information on payrolls is available, the number of persons on the staffs of establishments in the eight leading industrial groups has increased by 20.8 per cent, and the aggregate weekly earnings by 68.5 per cent. Including finance,

the increase in employment from June 1, 1941, to June 1, 1947, amounted to 21.3 per cent while the gain in the salaries and wages was 68.7 per cent. In previous monthly reports, the following factors have been cited as largely responsible for the much greater rise in the payrolls than in employment (1) the payment of higher wage-rates in very large numbers of industries and establishments, in addition to the general increase resulting from the mandatory payment of cost-of-living allowances to the majority of workers; the rates at which these bonuses were paid were increased on more than one occasion before they were absorbed in the basic wage-rates as from February 15, 1944; (2) the progressive up-grading of employees as they gained experience in their work and (3) reductions in the numbers and proportions of women workers.

The gain in employment in manufacturing in the last six years amounted to 17.6 per cent, that in the reported salaries and wages to 63.6 per cent, and in the weekly average earnings, to 43.2 per cent. The increase in recorded employment in the non-manufacturing industries taken as a whole in the last six years was 25.1 per cent, and that in the weekly payrolls 72.2 per cent.

With regard to the marked variations in the average earnings of workers in the different

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS,
(AVERAGE CALENDAR YEAR 1926=100).

(The latest figures are subject to revision.)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1931.....	103.6	105.2	.....	.....	.....	104.3	104.2	103.3	.....	.....	.....	97.9
June 1, 1932.....	89.1	96.4	.....	.....	.....	87.8	89.9	89.3	.....	.....	.....	83.7
June 1, 1933.....	80.7	82.8	.....	.....	.....	79.3	81.6	82.7	.....	.....	.....	76.2
June 1, 1934.....	96.6	98.4	.....	.....	.....	90.9	104.4	89.5	.....	.....	.....	89.1
June 1, 1935.....	97.6	101.6	.....	.....	.....	93.8	101.6	92.2	.....	.....	.....	96.6
June 1, 1936.....	102.0	103.4	.....	.....	.....	99.8	104.7	97.7	.....	.....	.....	102.2
June 1, 1937.....	114.3	122.0	82.0	124.4	121.4	113.6	118.8	99.3	97.4	103.9	99.4	112.2
June 1, 1938.....	111.9	110.9	82.0	122.5	98.6	120.4	112.5	97.0	98.7	100.2	100.1	105.1
June 1, 1939.....	113.1	108.4	94.4	120.6	94.4	121.0	113.6	101.0	95.6	105.1	106.4	106.6
June 1, 1940.....	120.9	117.0	90.7	128.8	104.2	123.0	126.6	107.4	102.9	113.0	110.8	112.0
June 1, 1941.....	152.9	152.4	107.1	167.9	134.9	157.3	161.9	128.3	124.7	127.4	134.5	134.9
June 1, 1942.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
June 1, 1943.....	181.2	175.3	108.3	195.5	153.7	197.8	182.9	138.5	136.2	132.1	146.4	187.6
June 1, 1944.....	180.5	178.2	133.6	197.4	156.4	194.3	182.1	145.2	141.6	138.3	155.3	183.6
June 1, 1945.....	175.3	181.0	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.6	175.5
June 1, 1946.....	169.9	172.9	132.2	180.4	165.7	174.8	178.4	153.3	144.3	149.4	169.6	139.3
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	173.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	125.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	139.3	165.1	168.5	187.3	191.7	161.9	152.7	157.2	179.0	192.1
Relative Weight of Employment by Provinces and Economic Areas as at June 1, 1947..	100.0	6.8	0.2	3.7	2.9	29.6	42.2	11.8	5.3	2.4	4.1	9.6

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

(The latest figures are subject to revision.)

Industries	Relative Weight	June 1, 1947	May 1, 1947	June 1, 1946	June 1, 1945	June 1, 1944	June 1, 1943	June 1, 1942
Manufacturing	54.7	197.5	195.8	184.7	209.0	223.1	224.2	205.9
Animal products—edible.....	2.4	228.7	216.1	225.4	218.6	226.1	184.9	174.9
Fur and products.....	0.2	160.6	156.5	161.2	141.0	125.9	127.1	123.2
Leather and products.....	1.8	156.9	159.8	155.0	140.1	137.1	140.6	138.7
Boots and shoes.....	1.1	144.2	146.9	142.6	128.2	126.3	126.4	128.6
Lumber and products.....	4.1	141.8	136.4	104.0	124.9	120.9	117.3	120.2
Rough and dressed lumber.....	2.3	122.3	114.5	75.1	104.7	99.2	98.4	109.9
Furniture.....	0.8	122.7	164.2	146.1	126.6	125.3	106.6	111.6
Other lumber products.....	1.0	169.1	196.6	171.7	190.7	198.3	198.2	166.9
Musical instruments.....	0.1	41.8	42.3	37.7	28.2	28.8	51.2	38.7
Plant products—edible.....	3.0	172.6	170.0	159.1	155.6	152.8	138.1	137.2
Pulp and paper products.....	5.8	174.1	170.9	159.8	141.5	134.6	129.2	133.4
Pulp and paper.....	2.6	159.3	152.9	145.4	128.2	122.5	120.2	125.6
Paper products.....	2.1	264.1	266.7	236.2	213.5	204.7	189.2	189.0
Printing and publishing.....	2.1	162.6	161.6	153.1	134.8	126.9	120.5	124.5
Rubber products.....	1.3	197.5	197.8	186.2	181.1	164.4	126.7	126.1
Textile products.....	8.0	172.5	174.6	164.5	157.8	157.5	161.5	168.9
Thread, yard and cloth.....	2.9	177.1	178.5	165.4	156.9	156.5	161.5	176.8
Cotton yard and cloth.....	1.1	109.4	111.1	107.3	107.3	110.1	119.8	128.9
Woolen yard and cloth.....	0.8	198.4	194.9	176.3	168.4	167.0	171.7	203.3
Artificial silk and silk goods.....	0.8	770.7	783.2	702.9	621.3	595.5	552.5	581.0
Hosiery and knit goods.....	1.3	163.0	164.2	159.3	145.5	148.7	143.5	144.4
Garments and personal furnishings.....	2.9	174.2	176.8	163.6	160.9	159.3	167.9	172.7
Other textile products.....	0.9	167.7	171.2	173.0	170.5	169.1	169.5	172.8
Tobacco.....	0.5	119.3	120.8	114.3	124.2	125.5	131.6	128.2
Beverages.....	0.9	308.2	303.0	290.0	259.2	241.4	211.8	235.5
Chemicals and allied products.....	2.2	333.2	331.5	325.6	544.4	590.9	672.1	675.4
Clay, glass and stone products.....	1.1	188.6	183.9	167.2	138.2	136.6	131.5	133.6
Electric light and power.....	1.3	187.9	180.6	175.8	147.8	140.0	140.3	145.3
Electrical apparatus.....	2.7	345.8	342.6	291.4	287.5	329.5	296.2	254.4
Iron and steel products.....	15.1	213.3	212.6	208.9	286.3	330.7	341.2	281.8
Crude, rolled and forged products.....	1.9	267.3	265.0	257.3	242.4	247.9	262.3	245.4
Machinery (other than vehicles).....	1.6	254.5	256.8	234.2	215.7	220.6	246.7	253.4
Agricultural implements.....	0.8	186.7	185.2	164.0	142.3	122.1	134.2	138.5
Land vehicles and aircraft.....	5.7	173.6	173.5	173.1	250.3	302.4	285.3	236.2
Automobiles and parts.....	2.3	290.9	287.3	263.8	278.0	282.7	306.7	284.3
Steel shipbuilding and repairing.....	1.3	494.5	482.2	527.4	1234.5	1497.2	1517.9	973.8
Heating appliances.....	0.3	191.7	192.9	191.1	192.3	164.1	167.4	155.6
Iron and steel fabrication (n.e.s.).....	0.6	204.4	202.4	181.1	264.7	288.9	316.9	291.4
Foundry and machine shop products.....	0.4	223.4	223.9	213.6	229.0	260.1	262.1	281.3
Other iron and steel products.....	2.5	223.3	223.3	221.0	319.9	379.5	449.2	379.2
Non-ferrous metal products.....	2.5	325.1	326.3	291.3	375.3	453.9	483.2	390.4
Non-metallic mineral products.....	0.8	216.8	211.3	225.1	215.7	211.4	205.1	196.9
Miscellaneous.....	0.9	284.4	304.0	290.7	340.7	372.4	363.9	341.4
Logging	3.9	243.8	241.3	193.7	201.1	175.9	146.9	169.0
Mining	3.9	157.4	139.5	157.5	144.6	152.9	156.2	173.1
Coal.....	1.1	74.6	48.6	93.7	92.2	94.8	89.0	92.2
Metallic ores.....	2.1	305.5	304.8	280.3	247.5	275.3	303.2	357.3
Non-metallic minerals (except coal).....	0.7	214.4	196.9	184.5	163.2	162.2	158.0	161.6
Communications	2.3	165.7	161.4	141.4	115.5	107.8	103.6	103.9
Telegraphs.....	0.4	136.5	133.5	137.3	126.8	128.8	131.5	120.4
Telephones.....	1.9	172.3	167.5	141.8	112.1	102.1	96.0	99.3
Transportation	9.5	140.0	134.7	126.8	125.9	122.4	114.8	106.4
Street railways and cartage.....	3.1	226.0	221.8	207.7	190.7	185.4	166.5	152.9
Steam railways.....	4.8	113.0	111.7	106.9	107.9	106.0	102.3	94.7
Shipping and stevedoring.....	1.6	135.0	114.5	103.6	118.3	111.7	102.8	98.3
Construction and Maintenance	10.2	149.6	133.2	131.1	103.1	101.3	126.3	123.3
Building.....	4.5	186.4	174.1	142.9	90.7	86.2	157.0	138.9
Highway.....	3.8	178.8	149.6	167.0	131.8	132.1	131.3	135.3
Railway.....	1.9	83.0	74.4	85.7	89.6	88.1	90.7	96.7
Services (as indicated below)	3.3	238.4	231.9	224.3	202.4	202.2	192.0	180.6
Hotels and restaurants.....	2.2	240.0	230.8	221.3	201.4	199.7	188.2	173.2
Personal (chiefly laundries).....	1.1	235.3	234.1	230.3	204.5	206.6	198.4	193.6
Trade	12.2	201.6	200.7	187.7	171.1	161.3	150.6	153.7
Retail.....	8.7	207.4	207.0	194.3	177.4	168.6	157.9	160.9
Wholesale.....	3.5	188.4	186.5	172.3	155.9	142.7	131.8	134.3
Eight Leading Industries	100.0	184.5	179.6	169.9	175.3	180.5	181.2	171.7
Finance	153.2	153.0	143.8	129.0	125.4	122.6	122.8	122.8
Banks and trust companies.....	154.3	154.2	144.3	133.0	129.8	126.7	125.7	125.7
Brokerage and stock markets.....	207.4	210.6	248.8	178.3	136.3	111.9	108.6	108.6
Insurance.....	147.6	147.0	136.9	120.8	118.7	117.8	119.6	119.6
Total—Nine Leading Industries		183.0	178.4	168.7	173.1	177.8	178.3	169.3

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

industrial classes it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short time or overtime may also considerably influence the indicated aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

Sex Distribution of Persons in Recorded Employment

Of the 1,899,247 employees reported at June 1 by the establishments furnishing data in the eight leading industries, 1,495,750 were men and 403,497 were women, there being 788 of the former sex and 212 of the latter in each 1,000 workers in recorded employment. The number of men showed an increase of about 3.5 per cent as compared with May 1, accompanied by a gain of about 0.1 per cent in the number of women; the ratios then indicated had been 782 men and 218 women per 1,000 employees.

Firms in the nine leading industries showed a general advance of 2.6 per cent in employment in the month; the number of men increased by about 3.4 per cent, and the number of women by some 0.1 per cent. The ratio of the latter per 1,000 persons of both sexes in recorded employment in this group of industries therefore declined, falling from 228 at May 1, to 222 at June 1, when the ratio was lower than in any earlier enquiry into sex distribution. A year ago, the proportion of women per 1,000 persons in recorded employment was 234. When the ratio was at its maximum, at October 1, 1944, the reported number of women in the eight industries constituted 261 per 1,000 workers of both sexes, and in the nine major industrial divisions, 271 per 1,000.

There was important expansion at June 1 as compared with a month earlier in employment for men in manufacturing, mining, transportation and construction, with smaller increases in many other divisions. Among women, recorded employment slightly decreased in manufacturing, mainly in the textile division. On the other hand, greater activity among female employees was indicated in communications, hotels and restaurants, trade and certain other classes.

Operations of the National Employment Service

A CONTINUAL tightening in the labour market has characterized the employment scene during the spring and early summer of 1947. Unplaced applicants have shown a consistent decline from the February peak of 196,000 to the all-time low of 100,000 at the end of July. Peak seasonal requirements of agriculture, food processing industries, and construction were to be faced within the next two months, consequently it was feared that serious labour shortages would probably develop by early fall.

During June available labour supply was taxed severely to meet current manpower needs. Forty-five per cent of all applicants available during June were referred to a specific job order. In contrast, this percentage had fallen as low as 25 during the winter months. Selection officers, by currently encouraging employers to accept the physically handicapped and older worker, have maintained placements at a relatively constant level despite the fact that fewer persons were reporting for work.

Agriculture

With weather conditions greatly improved during June, labour requirements showed a sharp monthly gain. However, the lateness of the season tended to graduate demand over a longer period, thus requirements were more easily met by employment offices. Weekly reporting of vacancies jumped from about 900 to 1,020 during June. This was correspondingly reflected in a rise in placements from 480 to 660.

In general, securing of seasonal help did not present the most formidable aspect of the farm labour scene. The greatest difficulty

continued to be the problem of getting sufficient year-round help. The arrival of the Dutch immigrants and additional Polish veterans was beginning to ease the situation, but despite this, the agricultural labour force continued to lag well behind the pre-war level.

Movement of Prairie workers to British Columbia during the berry picking season was nearing completion. By the end of June some 850 persons had been transferred. The Eastern trek of Prairie help to Ontario farms was underway but recruits were difficult to obtain. Reports from Prairie offices indicated that

alternative offers of "between-season" employment in construction were attracting many workers because of the higher wage scales. At the latest available date (July 20) about 950

workers had been transferred under this excursion. The gap left was filled by Quebec farmers, about 100 of whom had already been moved to Ontario farms.

Non-Agricultural Industry

Vacancies Notified

By June, the steady upswing in seasonal expansion had levelled off. Thus, for the first time since January vacancies notified showed a net decline. Fewer vacancies were reported in all main industry groups with the exception of mining.

In the main, the contra-seasonal downtrend was indicative of the existent full employment situation. That is, by the end of May, in general, all the physically fit had been absorbed into gainful employment. Therefore, employers, in view of the tight labour market conditions, postponed the placing of orders indefinitely.

Average weekly vacancies in June numbered 29,796 in contrast to 34,017 and 37,694 one month and one year ago respectively. The decline during June was heaviest in the central provinces and British Columbia while seasonal requirements sustained demand in the Maritime and Prairie provinces. By sex distribution, male requirements fell much more sharply than those for women. The contraction in vacancies over the year was not significantly concentrated in any province but largely reflected an over-all reduction in employment activity throughout the country.

Mining.—Labour shortages in the mining industry showed some easement during June as student labour from high schools and universities and transferred help obtained through intensive clearance activity were placed into mining work. The chief bottleneck, lack of housing accommodation, was being overcome

in some areas as work on company housing projects was renewed. As living accommodation becomes more abundant in mining areas, several thousand employment opportunities are expected to be opened up.

Some strengthening of demand for coal miners was experienced with the settlement of the coal strike in Nova Scotia but as full production had not yet been resumed, requirements were small. In the Prairie coal fields, production was slowing down because of the vacation period. Demand for nickel miners was nearing the 600 mark and orders were in clearance throughout the Dominion. In the base metal industry, qualified machine runners and muckers were in constant demand.

Vacancies during June jumped by 35 per cent, totalling an average of 928 per week during the month. At the end of June 3,208 remained unsatisfied.

Manufacturing.—Heavy industry continued its call for a husky type of worker and requirements were gradually being met with the arrival of transferees from Nova Scotia. As a partial result, demand for workers in machinery production dropped by more than 1,000 during June. In general, however, the rate of absorption continued well below capacity especially in such industries as foundries, tanneries and rubber plants.

Labour shortages continued to characterize the textile industry although lay-offs of some magnitude had taken place in the ladies ready-to-wear factories in Quebec. In Ontario, stringent shortages of textile workers showed

TALBE I.—UNFILED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
August 1944.....	127,366	56,313	183,679	33,598	26,236	59,834
August 1945.....	121,187	39,222	160,409	53,646	22,286	75,932
August 1946.....	64,452	43,040	107,492	125,855	34,485	160,340
September 1946.....	70,870	46,366	117,236	113,959	30,886	144,845
October 1946.....	95,814	45,820	141,634	111,219	31,040	142,259
November 1946.....	91,662	41,156	132,818	102,676	31,593	134,269
December 1946.....	68,818	38,707	107,525	110,465	29,003	139,468
January 1947.....	54,742	34,987	89,729	135,956	28,221	164,177
February 1947.....	39,908	32,793	72,701	155,965	37,140	193,105
March 1947.....	36,801	34,995	71,796	156,820	37,994	194,814
April 1947.....	43,010	38,725	81,735	145,906	35,448	181,354
May 1947.....	53,484	38,706	92,190	122,771	34,192	156,963
June 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
July 1947.....	59,921	35,263	95,184	80,985	33,514	114,499
August (1) 1947.....	58,902	31,132	90,034	69,387	29,515	98,902

(1) Latest figures subject to revision.

little signs of relaxing; thus employment offices were encouraging employers to make as extensive use of home workers as possible.

Sawmill activity was nearing peak production and, in general, labour needs were met with little difficulty.

Food processing plants were preparing for an active season and labour shortages were already developing. Orders for fish cutters for the Nova Scotia plants were being cleared as far as the western coast of British Columbia.

As usual, much of the labour for fruit and vegetable canning was obtained by absorption of students.

The persistent need for unskilled factory hands currently received some relief as a considerable number of first jobbers were placed in this type of employment.

An average of 8,504 vacancies was notified in manufacturing per week in June. At July 3, the number remaining on file was 29,377.

TABLE II.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT JULY 1, 1947

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From June 1, 1947	
				Absolute	Percentage
AGRICULTURE, FISHING.....	2,836	378	3,214	+ 57	+ 1.8
LOGGING					
Pulpwood.....	8,037	8	8,045	+ 696	+ 9.5
Lumber.....	1,253	11	1,264	- 190	-13.1
Other logging.....	98		98	- 34	-25.8
Total.....	9,388	19	9,407	+ 472	+ 5.3
MINING					
Coal.....	466	1	467	- 19	- 3.9
Metallic ores					
Iron.....	34		34	- 16	-32.0
Gold.....	1,246	11	1,257	+ 184	+17.1
Nickel.....	576		576	- 36	- 5.9
Copper.....	198	2	200	+ 11	+ 5.8
Other metallic ores.....	144	1	145	- 11	- 7.1
Non-metallic minerals.....	387	3	390	+ 25	+ 6.8
Prospecting and oil producing.....	136	3	139	+ 54	+63.5
Total.....	3,187	21	3,208	+ 192	+ 6.4
MANUFACTURING					
Food and kindred products.....	2,266	2,416	4,682	- 36	- 0.8
Textiles, apparel, etc.....	1,935	7,075	9,010	-2,053	-18.6
Lumber and finished lumber products.....	2,782	298	3,080	- 391	-11.3
Pulp and paper products and printing.....	1,193	1,155	2,348	- 741	-24.0
Chemicals and allied products.....	680	352	1,032	- 78	- 7.0
Products of petroleum and coal.....	108	20	128	- 27	-17.4
Rubber products.....	396	193	589	- 108	-15.5
Leather and products.....	425	680	1,105	- 139	-11.2
Stone, clay and glass products.....	601	75	676	- 197	-22.6
Iron and steel and products.....	1,517	192	1,709	- 342	-16.7
Non-ferrous metals.....	934	129	1,063	- 2	- 0.2
Machinery.....	1,422	437	1,859	-1,153	-38.3
Transportation equipment.....	1,173	82	1,255	- 47	- 3.6
Miscellaneous.....	451	390	841	- 249	-22.9
Total.....	15,883	13,494	29,377	-5,563	-15.9
CONSTRUCTION.....	11,199	66	11,265	- 297	- 2.6
TRANSPORTATION.....	3,078	94	3,172	+ 127	+ 4.2
COMMUNICATIONS AND OTHER PUBLIC UTILITIES.....	1,020	293	1,313	- 595	-31.2
TRADE—					
Wholesale.....	2,101	681	2,782	- 144	- 4.9
Retail.....	2,797	3,774	6,571	- 837	-11.3
Total.....	4,898	4,455	9,353	- 981	- 9.5
FINANCE, INSURANCE, REAL ESTATE.....	1,288	1,022	2,310	- 332	-12.6
SERVICE					
Public.....	1,668	862	2,530	- 262	- 9.4
Domestic.....	182	3,398	3,580	- 634	-15.1
Personal.....	2,210	7,684	9,894	+ 231	+ 2.4
Custom and repair.....	1,628	198	1,826	- 80	- 4.2
Other service.....	1,423	3,285	4,708	+ 174	+ 3.8
Total.....	7,111	15,427	22,538	- 571	- 2.5
All Industries.....	59,888	35,269	95,157	-7,491	- 7.3

TABLE III.—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX,
AS AT JULY 1, 1947

(Source: Form UIC 757)

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,439	834	2,273	3,927	782	4,709
Clerical Workers.....	1,650	4,153	5,803	6,944	11,849	18,793
Sales Workers.....	2,380	2,343	4,723	3,337	5,072	8,409
Personal and Domestic Service Workers.....	2,974	12,749	15,723	7,741	4,323	12,064
Seamen.....	132	.....	132	942	1	943
Agriculture and Fishing.....	3,260	132	3,392	1,394	312	1,706
Skilled and Semiskilled Workers.....	26,052	6,134	32,186	23,851	4,374	28,225
Food and kindred products.....	301	252	553	496	390	886
Textiles, clothing, etc.....	1,033	4,317	5,350	424	1,907	2,331
Lumber and wood products.....	10,005	18	10,023	857	53	910
Pulp, paper and printing.....	255	198	453	253	177	430
Leather and products.....	131	347	478	738	311	1,049
Stone, clay and glass products.....	71	2	73	50	28	78
Metalworking.....	2,258	44	2,302	3,850	245	4,095
Electrical.....	277	93	370	534	92	626
Transportation equipment, n.e.c.....	58	2	60	404	133	537
Mining.....	1,222	.....	1,222	610	.....	610
Construction.....	5,149	4	5,153	3,277	2	3,279
Transportation (except seamen).....	1,070	9	1,079	4,813	39	4,852
Communication and public utility.....	209	.....	209	129	11	140
Trade and service.....	536	565	1,101	588	295	883
Other skilled and semiskilled.....	2,868	215	3,083	3,973	567	4,540
Foremen.....	154	13	167	467	64	531
Apprentices.....	455	55	510	2,388	60	2,448
Unskilled Workers.....	22,034	8,918	30,952	32,849	6,801	39,650
Food and tobacco.....	905	2,058	2,963	524	1,020	1,544
Lumber and lumber products.....	1,632	111	1,743	804	131	935
Metalworking.....	1,414	269	1,683	929	140	1,069
Construction.....	6,342	.....	6,342	3,964	.....	3,964
Other unskilled workers.....	11,741	6,480	18,221	26,628	5,510	32,138
Total.....	59,921	35,263	95,184	80,985	33,514	114,499

TABLE IV.—AVERAGE WEEKLY PLACEMENTS AND REFERRALS AS REPORTED BY NATIONAL
EMPLOYMENT SERVICE FOR THE MONTH OF JUNE, 1947

(Source: Form UIC 751)

Industry	Weekly Average		
	Placements	Referrals	Per cent placements of referrals
Agriculture and fishing.....	659	954	69.1
Logging.....	405	541	74.9
Mining.....	368	565	65.1
Manufacturing.....	4,243	7,475	56.8
Food and kindred products.....	701	1,324	52.9
Textiles, apparel, etc.....	525	958	54.3
Lumber and finished lumber products.....	649	978	66.4
Pulp and paper products and printing.....	361	622	58.0
Chemicals and allied products.....	169	324	52.2
Products of petroleum and coal.....	44	76	57.9
Rubber products.....	53	105	50.5
Leather and products.....	67	146	45.9
Stone, clay and glass products.....	170	288	59.0
Iron and steel and products.....	340	668	50.9
Non-ferrous metals.....	238	429	55.5
Machinery.....	495	841	58.9
Transportation equipment.....	318	479	66.4
Miscellaneous.....	103	209	49.3
Construction.....	3,110	4,370	71.2
Transportation.....	870	1,405	61.9
Communications and other public utilities.....	215	336	64.0
Trade.....	1,816	3,669	49.5
Finance, insurance, real estate.....	217	504	43.1
Public and professional service.....	922	1,426	64.7
Other service.....	3,138	4,790	65.5
All industries.....	15,963	26,035	61.3

Construction.—Labour requirements in the construction industry were at approximately the 1946 level. This level, although serious, was not so critical as was predicted earlier in the season. The greatest scarcity continued to be in the trowel trades although construction labourers, especially in Ontario, were in short supply.

Rising building costs cut into the construction boom. Activity was becoming more and more concentrated in institutional and industrial building while, at the same time, withdrawing from the residential field.

Material shortages continued to handicap activity but to a much smaller degree than was felt last year. Nails, cement, sewer pipe, plaster, and electrical equipment were the main scarce commodities.

Employment on highway construction increased rapidly although held back somewhat by unseasonable weather. Similarly, construction of public utility projects provided jobs for large numbers of skilled and unskilled workers.

Vacancies notified declined slightly during June to average 5,004 per week over the period. However, the much reduced labour supply kept demand high in relation to the number of applicants available. During the period, labour surpluses in the carpentry and painting trades developed into labour shortages. By July 3 there were approximately 11,000 jobs unfilled—5,000 requiring skilled or semi-skilled tradesmen while the remaining 6,000 were for construction labourers. At the same time, there were 7,000 applicants on file, skilled and unskilled accounting for 3,000 and 4,000 respectively.

Transportation.—Recruiting of extra gang labourers and section men for maintenance was becoming increasingly difficult due to the low wages offered in comparison with the pay received for alternative types of heavy work.

The Lakehead ports and Montreal reported a high level of shipping but sufficient labour had been available to meet most of the needs reported to employment offices. Shipments were slack at the year-round ports of Saint John and Halifax, with the normal seasonal decline currently being accentuated by slackening of United States coal shipments.

Demand for truck drivers was stepping up, but most orders required drivers for heavy trucks or highway construction gangs while the available supply was largely comprised of inexperienced light truck drivers.

There were 1,596 vacancies notified in transportation per week during June and at the end of the period 3,172 had not yet been filled.

Trade.—Retail and wholesale business had been maintained at a relatively constant level

over the last few months. The effect of consumers' resistance to higher price level was hidden in part by the additional activity arising out of the tourist traffic. The accumulation of inventories was increasing and had resulted in a substantial number of summer sales in certain lines of merchandise.

The post-war period had witnessed a marked tightening of employers' hiring specifications. Openings for the inexperienced worker were relatively few while orders usually specified that definite educational, age, experience, and appearance qualifications were required. However, merchants were willing to accept untrained help for temporary work, consequently many students were absorbed as replacements while the regular staff was on vacation.

Vacancies in trade numbered 3,565 per week during June. At the end of the month, 9,353 continued unsatisfied.

Service.—The beginning of a record tourist season was taxing the supply of service workers to the limit. In particular, the existing shortage of auto body and repairmen at garages and service stations was reaching serious proportions. Hotels and restaurants in cities and towns were experiencing considerable difficulty in retaining their staffs. Also, tourist trade was indirectly affecting employment in laundries, institutions and homes as labour turnover steadily mounted due to the attraction of work in summer resorts and country hotels.

The labour situation in hospitals showed some alleviation due to the temporary employment of high school students as summer Ward Aides.

Domestic service continued to offer jobs for hundreds of workers but interested applicants were almost non-existent.

Vacancies in the service industry (other than public and professional) numbered 6,031 per week in June. At the end of the month 20,008 remained on file.

Applicants Registering

By the latter part of May, the available labour supply had fallen below the lowest point recorded in 1946 and the day-by-day registration of workers was rapidly falling off. From a greatly depleted labour pool, employment offices therefore, had to meet the needs of industry which would be steadily gaining momentum for at least the next three months.

Some relief was received in June by the absorption of first jobbers. Employment was secured in factories, business offices, banks and telephone companies. Also, employers made use of student labour on a temporary basis where permanent help was not otherwise obtainable.

In addition, workers were obtained in substantial numbers from the reserve of unemployed labour in Nova Scotia.

With the exception of the potential supply of student labour and workers in chronic unemployment areas, fully employable labour had been almost completely absorbed by the early part of June. Referral activity, therefore, was becoming more selective, placement officers having to encourage employers to accept the untrained, the physically handicapped, and the older worker.

During June weekly registration of applicants averaged 29,921 as against 28,804 and 38,205 one month and one year before respectively. By the end of June, the number on file had fallen to 114,528. Of these, 25 per cent were registered for skilled or semi-skilled work while 35 per cent were seeking unskilled jobs (see Table III).

Referrals

Matching of workers and jobs became more selective during June. Jobs reported were fewer and less diversified while at the same time, available supply was rapidly being scaled down to the minimum. The normal influx of first jobbers, however, was stimulating referral activity by the end of the month, which offset to a large extent the down-trend evident previously. During June, referrals dropped by four per cent to average 25,081 per week over the period. The decline was common to all main industry groups with the exception of trade, finance, and insurance.

During June, there was a spectacular rise in the proportion of applicants referred to jobs. Referral of available applicants (those on file at the beginning together with those registered during the month) rose to 45 per 100 referrals in contrast to 38 and 32 during May and April respectively. At the same time, more referrals were made in relation to jobs. Referrals per 100 jobs available rose from 46 to 50 during the month.

Placements

Placement activity was maintained at almost a constant level despite the falling off in vacancies and steadily reduced labour supply. Clearance of orders, absorption of the older

worker, placement of first jobbers and student labour, and the selective referral of the physically handicapped enabled employment officers to make the most profitable use of the existing supply of labour. Also, the upward revision in wage rates was attracting more workers into the labour market.

The industrial distribution of placements during June was relatively unchanged from the previous period. Trade and construction edged slightly upward, thus counteracting slow-downs in logging, service, transportation and manufacturing placement work. The percentage distribution by provincial breakdown, which indicated only minor changes over the month, was as follows during June: Maritimes (6); Quebec (21); Ontario (40); Prairie (19); British Columbia (14). The placing of women swung upwards in contrast to a slight down-trend in male placements. Average weekly placements totalled 15,304 during June as compared with 15,762 and 17,368 one month and one year before respectively.

A larger proportion of vacancies was filled through clearance of orders during June. Transfers rose from two to three per cent of total placements. The current increase reflected both the transfer of workers from the Cape Breton and New Glasgow areas and the seasonal movement of workers to construction projects and mines.

One out of every eight placements effected during June was of less than seven days duration in length.

The following table gives a summary of casual and regular placements since the beginning of 1937:

Year	Placements		
	Regular	Casual	Totals
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946.....	785,593	73,819	859,412
1947 (26 weeks).....	335,606	48,951	384,457

Special Placements

During the May-June period, placement of the physically handicapped hit an all-time high for the year while the unplaced fell below all previous records. The existent full employment situation had forced many employers to accept the physically handi-

capped whom they would not have accepted had other labour been available. This attitude on the part of some employers tends to make special placements more vulnerable to seasonal influences than general placement activity.

At the same time, however, owing to a growing awareness of the need for rehabilitation of the impaired and the quality of the service they can render, the number of permanent placings are gradually gaining. From May 15 to June 14, special placement of the handicapped totalled 1,489, leaving 4,374 on file at the mid-June date.

Special placement officers were also active in securing suitable employment for first jobbers. School authorities were giving co-operation in providing background information

on the student's scholastic record. In general, the high school graduate was easily placed with openings especially abundant for commercial and business school graduates. Although demand for summer help had lessened from the wartime level many of the student labour force were able to get jobs during the holiday period.

Registrations in the Toronto Youth Employment Centre were reaching their peak during June. The unplaced rose from 661 at the end of May to 2,828 one month later.

Executive and Professional Offices

Placement activity during the first half of the year was well above that reported in the comparable period in 1946. This was in sharp contrast to a consistent decline experienced in the general field. More extensive channelling of labour market operations through the specialized E and P offices accounted largely for the uptrend. More employers were reporting vacancies and more applicants were seeking work than previously. It also reflected, to some extent, the greater number of opportunities presently available because of completion of reconversion and the improved flow of materials.

The immediate problem facing E and P offices was that of meeting a steadily increasing demand from a limited supply of workers.

Employers were being encouraged to compromise their demand for fully qualified young workers and to accept either the qualified but older worker or the young and inexperienced person.

By the middle of June, the absorption of university graduates into permanent employment and of undergraduates into summer work, was virtually complete.

Despite the fact that the registration of workers dropped substantially during June, placements remained at a constant level. Average weekly registrations totalled 284 during the period, with placements continuing at 69 per week. At the end of the month, 1,727 jobs were on file while unplaced applicants numbered 2,174.

Veterans

Applications.—Applications fell substantially during June, especially among the young World War II veterans. This decline reflected the gradual dropping off from the heavy registration of veteran students occurring in May. On the other hand, more World War I veterans filed orders for work, many probably endeavouring to benefit from the extensive campaigns launched on behalf of the older veteran. Applications averaged 7,087 per week in June as against 7,430 one month before.

Placements.—Problems encountered in the placing of veterans were similar to those experienced in the general field. In particular, emphasis was stressed on the successful absorption of the older worker and the physically handicapped. During June, placements of ex-servicemen averaged 3,993 per week.

Placement of World War I veterans, although slightly below the all-time high reached in May, continued at over 500 per week in June.

In the physically handicapped field, veteran placements reached the peak to date. From May 15 to June 14, there were 840 placed in

comparison to 692 and 576 one month and one year before respectively.

Unplaced Applicants.—By June 26, the number of unplaced ex-servicemen had been scaled down to less than 30,000—that is, less than three per cent of the total number discharged were out of work. The number on file consisted largely of those registered in chronic unemployment areas, the seriously handicapped, unemployables, and those temporarily changing jobs.

At the June date, there were 29,608 unplaced. Of these, 72 per cent had been seeking work for more than two weeks in comparison to 73 per cent and 77 per cent during May and April.

The transfer of veterans out of the Cape Breton area was reflected in a drop in the unplaced registered for more than two weeks in the Halifax area. Whereas at May 29 there were 6,080 unplaced, four weeks later 4,776 remained on file. Seasonal influences reduced the "15 day or more" unplaced in Vancouver from 3,205 to 2,639, and in Winnipeg from 2,749 to 1,706.

Regional Analysis

The following regional analysis is based on reports received from National Employment Service offices throughout the country. The report covers the month of June, 1947.

Maritime Region

Seasonal requirements for workers were being met with little difficulty. Approximately 2,000 men and women were transferred from the labour surplus areas of Cape Breton and New Glasgow to Ontario under the Nova Scotia movement order.

Agriculture.—The warm weather during the last two weeks of June had brought crops along rapidly and it was expected that much of the lag in seeding would be overcome. The outlook for the hay crop was bright.

The peat moss industry in the Bathurst area was at its peak, with 500 employed as compared with 20 during the winter months. The opening up of a new peat moss area in the Chatham district was under consideration.

A steady demand for experienced and inexperienced farm workers, including farm couples, existed in all three provinces.

Logging.—Due to the wet spring, mosquitoes and blackflies were unusually bad this year. This condition led to an unusually heavy labour turnover. Pulp cutting was in full swing with a very heavy demand for woodsmen reported in New Brunswick—over 1,100 vacancies were shown and only 53 applicants registered at local offices.

The increase in the softwood lumber quota for shipment to the United States market will have a stimulating effect on this industry.

Fishing.—Fishermen were having considerable difficulty in disposing of their catches after the collapse of the United States market. However, the recent decision of the Federal Government to spend eight million dollars on fish for export to Europe will bolster the industry considerably.

Herring processing was getting underway—25 men will be employed in the Liverpool plant and 20 boats will supply the fish. It was expected that this work would continue for three months.

Mining.—The mines had not reverted to full production immediately after the settlement of the coal strike as some operators reported a lack of orders. About 500 older employees had been pensioned off in Cape Breton and Springhill fields.

Manufacturing.—No mass lay-off from the Saint John fertilizer plants was being planned this summer as both were undertaking repairs.

The usual summer exit of workers from this type of work to outdoor jobs will regulate the situation.

Plans are underway for the building of a new chemical fertilizer plant at Hillsboro, N.B., the actual construction to begin in the spring of 1948. The plant will employ more than a hundred men. It was hoped that the deposits of phosphate rock reported in the Saguenay district of Quebec would be suitable to mix with the calcium sulphate of Hillsboro which would save importing it from the southern United States.

The Halifax Shipyards received a contract to build three ships for the Argentine Government at a cost of \$7,000,000. Actual work will not begin until early in 1948. It will insure steady employment for all types of shipyard workers for a period of 2 to 3 years. Workers were assured of steady work at the Liverpool docks for 6 to 9 months on repair orders. The wooden shipbuilding industry was experiencing a boom in the building of yachts, druggers and fishing boats.

Construction.—Generally, building was moving ahead steadily although hampered by increased costs and scarcity of material. The former difficulty had caused postponement of a number of commercial projects in the hope that there will be a levelling off before next spring. Wartime houses were under construction in Woodstock, Campbellton, Moncton and Halifax.

Unskilled labour was plentiful but skilled workers, especially bricklayers, plasterers and first class carpenters, were in short supply.

In the Glace Bay area, a shortage of cement and sewer pipe was holding up progress. Once this was overcome the number of workers employed was expected to increase.

In New Brunswick the large-scale grading, paving and bridge building operations were practically at a standstill during the first two weeks of June but good weather during the rest of the month speeded up the work.

The Provincial Highway Department in Nova Scotia announced that tenders will be called for the construction of a causeway between Cape Sable Island and Barrington Passage, Shelburne County, which will supplant the present ferry service. It was estimated that the work will take from one to two years and will absorb a considerable number of unemployed workers in the Yarmouth-Shelburne area.

The construction of a new Immigration Shed had been authorized for Saint John at an estimated cost of \$1,050,000—work was to begin in September.

Transportation.—Rail traffic has dropped off both in freight and passenger service, also, there was relatively little activity at the ports of Halifax and Saint John.

Bus service reported a busy season with the increased tourist traffic and accommodation

at summer hotels and tourist cabins was in great demand.

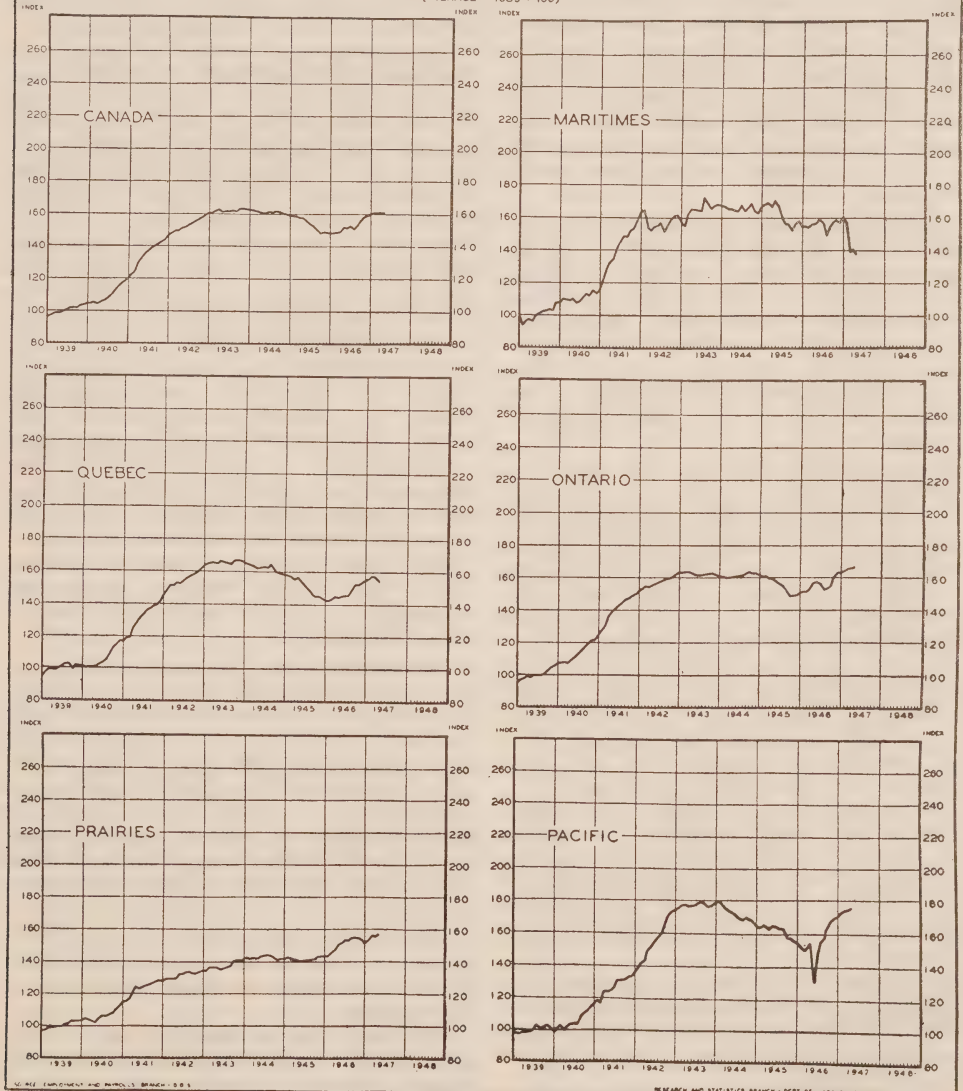
In Halifax preliminary work was underway for the installation of equipment for a new trolley bus system. Removal of existing rail lines and steel repair will require a large number of labourers.

REGIONAL EMPLOYMENT TRENDS

SEASONALLY ADJUSTED

FROM 1939 TO 1947

(AVERAGE - 1939 = 100)



N.B. A note on the method used to adjust for seasonality appeared on page 1054 of the July issue of the LABOUR GAZETTE.

Quebec Region

A marked improvement was noticed in farm crops after two weeks of fine weather and it was expected that the harvest would be average. Prospecting was active in all mining regions although somewhat hampered by the prevailing shortage of underground workers. Construction and transportation were operating at a high level.

Agriculture.—After a five-week delay in seeding due to an excess of water on the land, there was promise of a good hay crop and a fair amount of grain. Pasture in most areas was good.

Each consignment of Polish War Veterans was being welcomed by Quebec farmers and readily placed. Employment offices had recently located 147 of them and were working on the placement of the latest group of 105.

Lumbering.—Woods operations in most sections of the province were small owing to high water and wet working conditions. However, with drives well on the way, camps were expected to open in July. High water in the driving rivers necessitated a larger crew than usual. The collecting of logs left high on the river banks by receding waters was expected to be a long and expensive operation.

Mining.—Exploration work was active in new mining fields such as Labrador, Bachelor Lake and Mistassini while established mines such as the Consolidated Central Cadillac Mines Ltd., and Consolidated Beattie Mines Limited, were pushing production ahead. The East Malartic Mines Ltd. had resumed operations after their recent fire disaster.

In order to relieve the housing situation which was one of the great deterrent factors in attracting workers, mines in the Val d'Or district were sponsoring the erection of a new townsite where miners will be given assistance in building their own homes.

Throughout Western Quebec the labour situation was acute—especially for underground work. This also restricts the number of beginners that could be trained to fill the gap. It was feared that if this condition persists mining production in the district would be dangerously curtailed.

The asbestos workings at Asbestos were progressing rapidly although the high cost of living and bunkhouse facilities were causing considerable turnover among men transferred from other areas.

Manufacturing.—Practically all saw mills in the region were in full swing and at that time had an adequate supply of help. It

was expected that self operators would finish production in early July while larger mills would operate until October.

The majority of companies manufacturing steel and machinery continued busy. Their demands for skilled machinists and tool-makers were difficult to fill as they were becoming more exacting in their requirements and would give little consideration to machine operators trained in war plants.

The Aluminum Co. of Canada placed an urgent order for 205 potmen for their Arvida plant. The high physical requirements had restricted the number of eligible applicants.

The demand for workers in textile mills continued high with little hope for relief. However, orders were falling off at the end of the month as many mills were starting holidays. One mill had opened a small branch factory in a neighbouring town and was employing local girls, in an effort to overcome the housing and labour shortages.

Imperial Tobacco Co. opened a new cigar leaf processing plant and warehouse. This will be a great asset to the growers of the Joliette area as well as giving employment to approximately 150 persons.

The freer flow of materials increased production of aircraft, trucks, and passenger and freight cars. Former employees were being rehired to carry out work on the many orders.

The strike at two Lachute plants had been terminated and most of the employees were back at work. Some 500 workers were still out at St. Jean with no settlement in view.

All shipyards continued busy on new and repair work although hindered by an acute shortage of sheet metal workers, boilermakers and pipe-fitters.

Construction.—The general recession in residential building was off-set by the placement of new contracts for commercial and institutional building. Many large projects such as the \$1,000,000 Bell Telephone Co. offices in Quebec City, the \$3,000,000 power development at Lake Dozois, and the \$1,000,000 college at Roberval, were underway while the \$4,000,000 chlorine plant at Beauharnois was scheduled to begin construction in August.

Transportation.—Railroads continued to operate at close to peak capacity and track maintenance work was being carried on at many points.

The waterfront at Montreal was crowded with vessels busily loading and unloading cargoes. So far, no trouble was encountered in registering unlicensed personnel. However, certificated officers for deep sea ships were in short supply.

Travel by bus was heavy and as soon as new equipment was received new routes were being opened.

Ontario Region

June was a month of industrial expansion and increased job opportunities against a background of labour shortages. The arrival of workers from the Maritimes, students, and the transfer of workers within the region eased the situation considerably. Farmers were placing orders for Polish veterans and were pressing for further immigration in order to meet their needs.

Agriculture.—The good weather during the last three weeks of June enabled farmers to seed their hoe crops. Prospects for hay and fall wheat were good in most areas. This factor had created an unusually strong demand for Western harvesters, movement of which started on June 27. While the number volunteering for transfer was small, it was expected that the situation would improve as time went on.

Early in the month 503 Polish veterans were placed on farms and, during the last two days of June, another 169 were distributed to the various areas. These men were readily absorbed.

A large group of students and teachers had been directed to summer work on farms.

Logging.—River drives were progressing favourably although sweeping operations were slowing up the work. In some areas summer students were being used to expedite operations.

Pulp cutters were still in demand in Northern Ontario, vacancies listed reaching the 2,000 mark. Hot weather and the "fly season" will make it difficult not only to refer men to the woods, but also to keep down turnover.

Mining.—A general improvement in labour conditions contributed to a marked increase in the production of gold mines. However, the continued scarcity of experienced miners and others willing to work as mine beginners, coupled by the limited housing facilities in camps, continued to be a real drawback to further increases in production and mine expansion.

Production in base metals was also on the increase and the two main operators have gone to some length to induce workers to take employment with them. Operators at Sudbury have orders in clearance covering an area from the eastern boundary of Alberta to the Atlantic coast and were advancing fares to men willing to go to Sudbury. After

three-months continuous service, the fares would be refunded to the employee.

No labour shortages were reported at non-metallic mines or oil well workings.

Manufacturing.—Saw mills, with the exception of two located in the bush, were working at near capacity, milling a record cut of lumber. Pulp mills were receiving an adequate flow of workers due to the high wages being offered.

Suitable labour for heavy manufacturing industries was becoming increasingly difficult to obtain and employees were urging that steps be taken to accelerate immigration. Already representatives had been sent to Europe to locate the type of men required. The movement of some 2,000 Nova Scotian workers as well as students who were working during the summer, has gone far to overcome the shortage.

A scarcity of raw materials, especially steel, coupled with coal shortages resulting from the recent work stoppage in the United States coal mines, had resulted in the closing of some plants in the Windsor area. The deterrent effect was most apparent in the manufacture of machinery and heavy producer goods.

Foundries continued to require fully qualified machinists, polishers and buffers.

Cabinet makers and skilled wood workers were in great demand with few available applicants in sight. This situation was expected to become more acute in the fall.

Reports indicated a slowing up in the shoe and small leather goods industry due to over-production. On the other hand, the textile industry presented an increasing demand for workers although labour needs had been temporarily relieved by students. Some needle trades in Chatham had placed sewing machines in homes for part-time work which had met with marked success.

The rubber tire industry, which required a rugged type of worker, was being hampered by labour scarcity, and plants in Kitchener were transporting workers daily from Stratford to relieve the strain.

Food processors were at peak production within the limits of labour supply, available workers being far below the number required. Export trade was taxing the output of butter factories and egg grading plants.

Packing houses in Toronto were apparently adequately staffed but were anticipating a shortage of workers in the fall.

Milk canning plants were busy following the removal of this item from rationing. Summer help was relieving the pressure.

Tobacco processors required help as they approached their busiest season.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
MAY 30 TO JULY 3, 1947

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	403	192	716	485	273	55	1,086
Charlottetown.....	278	157	527	333	165	43	785
Summerside.....	125	35	189	152	108	12	301
Nova Scotia	3,665	1,736	7,155	5,071	2,191	348	12,355
Amherst.....	69	40	234	223	41	.....	418
Bridgewater.....	76	54	134	115	38	15	202
Dartmouth.....	146	135	384	170	83	11	548
Glace Bay.....	70	.....	766	223	69	1	1,367
Halifax.....	1,084	832	1,904	1,188	522	89	2,909
Inverness.....	66	19	135	60	45	.....	250
Kentville.....	229	139	323	237	111	5	799
Liverpool.....	56	29	123	37	21	.....	201
New Glasgow.....	632	64	1,089	997	549	43	1,575
North Sydney.....	27	.....	309	74	27	.....	389
Pictou.....	46	15	131	77	28	6	260
Springhill.....	49	1	112	95	49	1	224
Sydney.....	19	2	89	13	7	.....	204
Sydney Mines.....	560	37	703	1,022	378	164	1,480
Truro.....	42	1	162	134	43	.....	606
Yarmouth-Shelburne.....	370	275	376	344	136	12	249
	124	93	181	62	44	.....	674
New Brunswick	4,824	3,114	4,746	3,616	2,087	237	5,975
Bathurst.....	75	35	150	80	68	.....	414
Campbellton.....	410	134	396	409	180	66	323
Edmundston.....	682	471	118	89	60	.....	150
Fredericton.....	457	411	295	293	180	.....	152
Minto.....	230	105	101	178	151	.....	71
Moncton.....	1,069	768	1,492	1,137	618	80	1,441
Newcastle.....	172	102	103	93	41	.....	345
Saint John.....	1,125	576	1,763	1,080	608	88	1,936
St. Stephen.....	236	242	152	99	73	.....	131
Sussex.....	124	92	80	61	45	2	49
Woodstock.....	244	178	96	97	63	1	69
Quebec	35,546	26,499	30,529	27,313	14,889	1,063	39,182
Asbestos.....	305	344	54	54	70	.....	49
Beauharnois.....	219	95	287	195	141	.....	210
Buckingham.....	104	53	75	93	42	.....	130
Causapscal.....	101	54	69	20	28	.....	177
Chandler.....	582	733	190	116	107	.....	232
Chicoutimi.....	706	386	480	432	328	1	257
Coaticook.....	220	204	144	148	141	.....	49
Dolbeau.....	91	83	46	18	14	.....	53
Drummondville.....	577	207	661	633	426	.....	282
East Angus.....	98	69	159	72	65	1	63
Farnham.....	86	91	50	23	14	.....	42
Ganby.....	171	295	148	132	84	.....	82
Hull.....	421	259	507	273	119	8	1,302
Joliette.....	177	256	219	254	91	.....	427
Jonquiere.....	199	81	219	117	75	.....	234
Lachute.....	216	120	229	205	143	.....	133
La Malbaie.....	393	195	331	304	304	.....	92
La Tuque.....	211	233	98	93	85	.....	103
Levis.....	190	126	288	143	61	.....	830
Louiseville.....	84	25	101	81	80	.....	126
Magog.....	241	177	136	189	98	.....	134
Matane.....	297	305	121	99	98	.....	72
Megantic.....	203	91	201	111	55	.....	37
Mount Laurier.....	165	160	120	110	90	.....	46
Montmagny.....	90	346	262	74	63	.....	115
Montreal.....	18,717	14,363	13,853	14,199	6,271	964	10,353
Plessisville.....	53	26	77	24	16	.....	71
Port Alfred.....	182	205	76	42	22	18	56
Quebec.....	3,144	1,719	3,611	2,960	1,428	6	6,278
Richmond.....	172	113	104	78	34	5	48
Rimouski.....	33	163	59	87	80	.....	95
Riviere du Loup.....	443	461	100	103	82	2	213
Rouyn.....	751	373	772	524	312	.....	226
Ste. Agathe.....	295	331	142	167	128	.....	37
Ste. Anne de Bellevue.....	91	37	116	78	51	.....	88
Ste. Therese.....	703	334	546	517	623	.....	187
St. Georges de Beauce.....	201	107	206	144	121	.....	170
St. Hyacinthe.....	262	506	293	234	147	6	299
St. Jean.....	522	389	903	688	406	.....	226
St. Jerome.....	640	266	565	588	542	.....	151
St. Joseph d'Alma.....	46	5	109	65	25	.....	121
Shawinigan Falls.....	228	27	497	197	177	.....	682
Sherbrooke.....	721	364	718	710	357	44	211
Sorel.....	342	112	414	309	236	.....	239
Thetford Mines.....	135	142	176	200	84	4	309

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
MAY 30 TO JULY 3, 1947—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Three Rivers.....	476	254	937	577	212	4	4,139
Val d'Or.....	571	633	277	201	128		161
Valleyfield.....	288	363	381	266	238		328
Victoriaville.....	380	218	432	368	347		227
Ontario.....	66,207	46,331	55,299	51,061	29,092	3,226	33,090
Amprior.....	259	182	206	219	264	6	23
Barrie.....	315	138	253	336	225		75
Belleville.....	423	223	309	424	129		287
Bracebridge.....	329	189	200	276	177		52
Brampton.....	165	160	90	67	59		85
Brantford.....	1,081	723	777	680	621	24	306
Brockville.....	244	56	249	203	140	15	98
Carleton Place.....	58	41	42	57	46		33
Chatham.....	589	282	432	423	318	26	255
Cobourg.....	111	23	155	131	123	1	51
Collingwood.....	101	95	99	54	28		149
Cornwall.....	963	164	890	883	562	67	524
Dunnville.....	87	49	93	94	68		34
Fergus.....	74	141	47	62	39		3
Fort Erie.....	367	94	376	360	307		127
Fort Frances.....	299	204	243	225	176	2	41
Fort William.....	885	939	662	574	361	11	421
Galt.....	295	533	211	153	99		101
Gananoque.....	189	38	136	159	103	30	38
Goderich.....	279	245	188	176	135	14	53
Guelph.....	660	423	577	562	306		227
Hamilton.....	4,468	3,288	4,419	4,884	1,949	326	2,791
Hawkesbury.....	101	81	109	74	87	1	153
Ingersoll.....	108	130	93	100	77		23
Kapuskasing.....	317	695	93	93	130	15	22
Kenora.....	151	520	131	145	83		103
Kingston.....	786	244	1,091	959	531	13	747
Kirkland Lake.....	687	270	756	689	369	23	331
Kitchener-Waterloo.....	1,432	1,286	661	813	636		175
Leamington.....	185	61	171	165	67	8	126
Lindsay.....	121	73	123	139	71	6	118
Listowel.....	68	123	40	40	34	1	39
London.....	2,476	1,636	2,377	2,667	1,298	237	771
Midland.....	145	65	129	124	77	3	84
Napanee.....	55	54	38	69	37		82
Newmarket.....	157	286	109	121	49		82
New Toronto.....	656	542	810	618	365		477
Niagara Falls.....	748	452	626	544	338	1	874
North Bay.....	610	296	487	483	346	43	149
Orillia.....	274	218	254	260	148	18	201
Oshawa.....	918	507	1,259	1,020	522	38	1,685
Ottawa.....	3,015	1,413	3,248	2,667	955	220	4,343
Owen Sound.....	317	223	255	279	133	9	115
Parry Sound.....	161	16	86	105	98		51
Pembroke.....	591	294	461	385	233	11	217
Perth.....	236	112	312	239	169	13	72
Peterborough.....	738	327	923	1,077	622		286
Pictou.....	99	39	86	92	64		70
Port Arthur.....	1,759	2,354	994	784	774		517
Port Colborne.....	357	213	310	121	179	6	256
Port Hope.....	106	70	97	119	66	3	19
Prescott.....	11	13	28	9	5		55
Renfrew.....	169	79	167	170	125		74
St. Catharines.....	1,549	504	1,349	1,308	736	146	625
St. Thomas.....	347	265	382	379	220	7	165
Sarnia.....	663	293	856	586	472		407
Sault Ste. Marie.....	785	896	542	469	481		330
Simcoe.....	377	307	281	258	174	2	111
Sioux Lookout.....	152	93	67	66	92		17
Smiths Falls.....	124	60	162	133	107		134
Stratford.....	596	395	523	566	282	101	143
Sturgeon Falls.....	105	4	195	155	89		91
Sudbury.....	2,661	1,183	1,595	1,319	1,058	83	713
Tillsonburg.....	149	104	119	67	59		45
Timmins.....	1,353	809	1,261	997	750	51	767
Toronto.....	23,754	18,908	16,145	14,712	7,788	1,314	7,816
Trenton.....	222	97	149	288	144		126
Walkerton.....	120	116	77	94	55		54
Wallaceburg.....	103	72	136	59	43		205
Welland.....	793	448	718	730	382	1	333
Weston.....	381	181	448	374	206		151
Windsor.....	1,859	267	3,108	2,179	1,052	327	3,168
Woodstock.....	289	407	208	150	129	2	98
Manitoba.....	9,635	4,506	11,743	9,710	3,905	1,991	8,759
Brandon.....	618	559	659	614	312		431

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS

MAY 30 to JULY 3, 1947—*Concluded*

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Dauphin.....	119	48	211	138	49	13	213
Flin Flon.....	215	101	214	203	108	7	65
Portage la Prairie.....	186	123	246	253	109	2	367
Selkirk.....	46	11	49	41	31	1	69
The Pas.....	211	185	139	90	95	.....	95
Winnipeg.....	8,240	3,479	10,225	8,371	3,291	1,968	7,519
Saskatchewan.....	5,710	2,775	7,282	6,392	2,504	805	4,263
Estevan.....	40	60	56	58	34	.....	19
Moose Jaw.....	606	355	672	671	296	68	398
North Battleford.....	198	147	210	171	83	1	226
Prince Albert.....	536	258	753	613	314	21	611
Regina.....	2,275	797	2,699	2,623	971	551	934
Saskatoon.....	1,509	831	2,143	1,586	516	141	1,643
Swift Current.....	145	86	181	165	67	.....	120
Weyburn.....	172	85	168	174	113	9	87
Yorkton.....	229	156	400	241	110	14	225
Alberta.....	9,427	3,635	10,665	10,152	5,385	928	4,915
Black Diamond.....	38	4	44	40	38	.....	15
Blairmore.....	92	158	46	33	33	.....	35
Calgary.....	3,568	1,014	3,785	3,623	2,011	389	2,053
Drumheller.....	104	108	127	85	52	.....	99
Edmonton.....	4,192	1,407	5,546	5,373	2,471	511	2,263
Edson.....	232	168	55	35	147	.....	33
Lethbridge.....	674	301	618	544	373	26	251
Medicine Hat.....	293	219	312	290	180	2	115
Red Deer.....	234	256	132	129	80	.....	51
British Columbia.....	18,675	6,979	21,471	16,465	9,635	1,111	14,768
Chilliwack.....	444	147	365	357	317	12	94
Courtenay.....	134	101	170	82	79	.....	139
Cranbrook.....	272	159	140	123	94	.....	67
Dawson Creek.....	299	75	228	235	242	.....	27
Duncan.....	236	155	171	186	129	.....	82
Fernie.....	.....	.....	.....	Closed	.....	.....	.....
Kamloops.....	389	188	233	164	178	.....	121
Kelowna.....	96	31	132	95	76	8	186
Nanaimo.....	236	157	222	257	150	21	174
Nelson.....	174	197	139	132	76	.....	137
New Westminster.....	881	334	1,302	964	395	33	1,576
North Vancouver.....	256	31	568	311	192	.....	544
Penticton.....	245	90	209	249	99	7	100
Port Alberni.....	216	156	202	173	106	.....	86
Prince George.....	1,378	529	1,157	1,144	1,201	14	53
Prince Rupert.....	281	68	282	281	271	.....	128
Princeton.....	178	69	96	92	111	.....	18
Trail.....	392	191	405	339	257	.....	241
Vancouver.....	10,360	3,325	12,892	9,229	4,373	939	8,986
Vernon.....	464	182	376	345	344	.....	123
Victoria.....	1,566	615	2,073	1,611	878	77	1,832
Whitehorse.....	178	129	109	96	67	.....	53
Canada.....	154,092	95,767	149,606	130,175	70,051	9,764	114,493
Males.....	107,467	60,409	106,600	90,734	54,006	3,949	80,976
Females.....	46,625	35,358	43,006	39,441	16,045	5,815	33,517

Construction.—The peak appeared to have been reached, particularly in industrial and institutional building. There was, however, a continued need for both materials and workers.

Highway construction and the building of the new power plant at Des Joachaim were being pushed forward and both skilled and unskilled workers were in demand.

Transportation.—On the whole, lake shipping was moving ahead with little difficulty. However, requests for certificated men and a few men for replacements as general shiphands, were on file.

Although there was a surplus of taxi, truck and tractor drivers, orders on file were difficult to fill because of the strict requirements.

A steady demand prevailed for railway track maintenance men. Summer students had given some assistance in filling this type of vacancy.

Prairie Region

The heavy demand for workers in agriculture, mining and logging, was being met by an adequate supply of workers in most areas. The arrival of two groups of Polish veterans eased the farm labour shortage.

A number of industries had closed for a two-week holiday period. The problem of housing still deterred the transfer of labour.

Agriculture.—Although June was a month of cold, wet weather, crops were good except in small areas which suffered from flooding. In Manitoba the demand for farm workers was being filled. Thinning operations started in the sugar beet industry at the end of the month.

In Saskatchewan, with the exception of Prince Albert and North Battleford areas, the crops were good although about three weeks late. In the two areas mentioned, farm conditions were poor with indications of low average yield. The Polish veterans who were dispatched to this province had bolstered the existing supply of farm workers.

Alberta reported a good crop, although it was expected to be later than usual. The demand for farm labour was light. As in previous years, plans had been made for the transference of workers during the slack season to Ontario for haying and early harvest. This year the results were disappointing due to the fact that within their own Region there was keen competition for between-season farm labour for construction and railway maintenance work.

It was early to estimate harvest needs but it was apparent that additional help would be required from outside the Region.

Approximately 850 women were transferred from Saskatchewan and Alberta to the fruit districts of British Columbia.

Logging.—The demand for pulpwood cutters continued high throughout the Lakehead area and was being met locally. Heavy rains had expedited river drives except in a few districts where slight damage and delays were caused through flooding. Winnipeg area offices reported a shortage of cutters with little prospects of filling the need. The Crowsnest area reports showed that logs, props and planking were accumulating satisfactorily although more loggers and prop cutters could be used. Elsewhere in Alberta, activity was light.

Mining.—Base metal mining was showing a substantial increase in production over last year. Steep Rock Iron Mines Ltd. continued to place orders for husky mine labourers as well as a few skilled tradesmen. They had started a housing program in the hope of reducing labour turnover. At Flin Flon, the Hudson's Bay Mining and Smelting Co. had hired a number of local students as junior gang labourers.

Precious metal mining presented a picture of acute labour shortages and high labour turnover in all areas. The lack of experienced

muckers and miners was forcing many operators to curtail expansion or accept inexperienced help.

A number of coal mines were closed as employees were taking holidays or as plants undertook repair work. There was still a demand for certificated miners in Alberta.

The coke ovens at Coleman were running full blast and at Blairmore a new briquette plant had been constructed.

Manufacturing.—A severe shortage of glass had materialized and was proving a hindrance to the construction industry. However, there was promise of a substantial shipment in the near future. Brickyards at the various centres were working at capacity to supply construction needs.

Iron foundries in Calgary and sheet metal plants in Saskatoon reported an improvement in the shipment of material but a definite shortage of experienced moulders, core makers and structural iron workers. The tantalum manufacturing plant at Edmonton had been closed for two months.

At Fort William, the Canada Car & Foundry Co. has signed a \$2,000,000 contract with the South African Government for the manufacture of one hundred and fourteen new buses.

The construction of barges at the Port Arthur Shipbuilding Co. has been slowed down by the shortage of steel and the lack of pattern makers and foundrymen.

Activity in the meat packing industry was at low ebb. Cattle receipts were expected to increase but hog deliveries were likely to continue to fall off for some time. Processors of dairy products reported increased activity. There was some indication that July may be the peak production month for butter rather than June due to the lateness of the season. Canneries at Brooks were preparing to open about July 15, with prospects of a six to eight week run. It was expected that sufficient local labour would be available.

A slight upswing was noted in the amount of grain being handled at the Lakehead and several employers had placed orders for additional help. Flour mills were also taking on extra workers, but employment was generally steady with little turnover.

Saw and planer mills were operating at capacity, many working 24 hours a day, in an effort to supply the tremendous demand for lumber. Experienced help was difficult to find but labour turnover was low. Much of the help received was through clearance. The threatened dispute at Kenora and Fort Frances pulp and paper mills had been ironed out and work was progressing under a new contract giving certain wage increases.

Construction.—While the home building program was less than that of 1946, the situation in respect to shortages of all kinds of tradesmen was similar. It was expected that the need for skilled workmen would continue to be acute in most areas. The fact that contractors were not making any provision for board or room eliminated the possibility of getting any great number of workers from other areas. In a few centres such as Edmonton, the real hindrance to construction was a short supply of building materials.

Industrial building was being carried forward with no indication of any serious labour scarcity at that time although it was expected

that later in the season shortages would arise. The turnover of labour in urban areas was quite normal, but the number who, after short working periods left projects in rural and remote areas, was causing concern. Some shortage of materials, especially nails and cement, was being reported.

The program of public works was not extensive being confined mostly to repairs while public utilities undertaken included large paving projects, street transportation installations and the laying of sewer and water pipes. These were giving employment to many unskilled workers.

Highway building and maintenance had been delayed because of excessive rainfall.

VACANCIES AND PLACEMENTS OF NATIONAL

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	104	62	4	223	119	8	214	112	3	589	239	.....
Fishing, Hunting and Trapping	8	6	.....	11	7	.....	4	1	.....	3	1	.....
Forestry and Logging	2	.....	.....	433	167	23	1,660	269	.....	7,311	1,260	.....
Mining.....	.....	.....	.....	65	51	.....	161	103	.....	1,892	731	10
Metallic Ores and Prospecting.....	.....	.....	.....	13	7	.....	503	268	2	1,048	368	.....
Coal.....	.....	.....	.....	36	36	.....	139	84	.....	35	33	.....
Oil, Gas Wells, Quarrying.....	.....	.....	.....	16	8	.....	22	19	.....	809	330	10
Manufacturing	185	150	7	2,323	1,505	32	1,755	1,064	72	31,698	13,573	51
Food and Kindred Products.....	127	99	5	585	310	23	410	268	5	4,049	1,434	4
Textiles, apparel, etc.....	2	2	.....	406	164	.....	127	51	6	9,243	3,688	17
Lumber and Finished Lumber Products.....	5	2	.....	259	135	2	503	268	2	2,843	1,419	18
Pulp, Paper Products and Printing.....	4	2	.....	78	46	2	230	169	11	2,387	1,215	5
Chemical and Allied Products.....	45	43	2	51	34	.....	102	53	20	1,403	617	.....
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	4	3	.....	293	168	.....
Rubber Products.....	.....	.....	.....	6	6	.....	3	2	.....	561	270	.....
Leather and its Products.....	.....	.....	.....	1	1	.....	13	8	.....	1,169	425	.....
Stone, Clay and Glass Products.....	.....	.....	.....	47	40	.....	72	41	1	1,005	434	.....
Iron and Steel and their Products.....	1	1	.....	228	213	.....	146	90	8	1,836	771	2
Non-ferrous Metal Products.....	.....	.....	.....	9	9	.....	7	6	.....	1,343	521	.....
Machinery.....	.....	.....	.....	30	9	.....	11	8	1	2,053	996	5
Transportation Equipment.....	1	1	.....	613	535	.....	119	89	18	2,520	1,247	.....
Miscellaneous.....	.....	.....	.....	10	3	5	8	8	.....	903	368	.....
Construction	210	173	6	1,771	1,326	41	2,685	1,536	26	16,480	8,632	18
Public Utilities Operation	152	126	.....	543	269	132	959	676	63	5,524	3,091	39
Heat, Light and Power.....	1	1	.....	31	28	.....	35	19	.....	511	242	1
Transportation and Storage.....	136	111	.....	439	191	127	850	611	63	4,697	2,685	28
Communications.....	15	14	.....	73	50	5	74	46	.....	316	164	10
Trade	172	112	23	1,245	740	82	1,251	607	77	8,030	3,154	30
Finance and Insurance	13	10	.....	101	58	.....	90	49	9	985	445	.....
Services	478	222	46	2,973	1,321	622	2,294	812	434	21,725	6,492	2,466
Professional and Public.....	122	99	5	689	484	25	649	383	29	3,686	1,936	9
Recreational.....	3	2	1	69	27	15	91	26	2	548	194	2
Business.....	5	3	2	35	18	.....	29	7	12	223	86	.....
Domestic.....	167	52	33	980	119	559	669	35	375	7,474	864	2,328
Personal other than Domestic.....	15	6	2	204	121	3	122	59	.....	1,430	434	1
Hotels and Restaurants.....	140	48	2	775	424	2	548	204	11	5,933	2,150	5
All Others.....	26	12	1	221	128	18	186	98	5	2,431	828	121
Totals	1,324	861	86	9,688	5,563	940	11,073	5,229	684	94,147	37,618	2,614
Males	788	575	59	6,476	4,019	564	8,681	4,284	364	66,409	29,930	150
Females	536	286	27	3,212	1,544	376	2,392	945	320	27,738	7,688	2,464

Transportation.—Orders for section men and extra gang labourers were listed at many centres but were not being filled due to the relatively low rate of pay offered by the railway companies.

The Pas reported that air and water transportation in the northern part of the region had been resumed. Some freight shipments of wheat had been moved to Churchill but the heavy haul had not yet started.

Pacific Region

The general outlook was bright and employment was available at all points in the region. The construction industry was setting the pace

towards maximum employment and it was estimated that the logging industry would soon increase its tempo when current negotiations were completed.

Agriculture.—An abundance of workers was available to harvest the Fraser Valley strawberry crop. Poor weather conditions, however, caused the tonnage to drop far below the expected yield. The raspberry season was approaching its peak and fair weather was rapidly bringing the fruit to maturity. A total of 865 women and girls was received on inter-regional clearance orders from the Prairie Region for the harvesting of these crops. On Vancouver Island a large number

EMPLOYMENT SERVICE OFFICES, APRIL 4, 1947 TO JULY 3, 1947

Ontario			Manitoba			Saskatchewan			Alberta			Br. Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
5,468	2,300	216	1,073	679	10	2,109	1,210	12	2,467	1,766	2	828	543	37	13,075	7,030	292
14	7	.....	11	3	.....	.....	.....	.....	32	3	.....	15	3	1	98	31	1
8,293	1,580	25	466	92	.....	57	36	2	422	183	1	8,385	2,147	2	27,029	5,734	53
4,701	1,913	.....	803	462	.....	85	32	.....	1,507	827	.....	2,016	1,154	.....	11,230	5,273	10
4,263	1,732	.....	739	439	.....	15	1	.....	476	272	.....	1,661	1,025	.....	8,215	3,844	.....
2	2	.....	22	7	.....	28	18	.....	645	305	.....	96	15	.....	1,003	500	.....
436	179	.....	42	16	.....	42	13	.....	386	250	.....	259	114	.....	2,012	929	10
67,528	27,467	641	4,681	2,198	469	1,456	883	91	3,605	2,140	99	11,765	6,502	191	124,906	55,482	1,653
9,747	3,423	94	1,300	673	71	791	430	60	1,286	819	28	1,528	940	25	19,823	8,396	315
9,859	2,722	67	1,131	397	52	21	12	3	171	81	5	342	179	19	21,302	7,296	169
5,473	2,194	119	547	174	219	208	143	13	1,013	591	26	4,594	2,460	52	15,445	7,386	451
5,640	2,126	81	368	176	21	62	26	2	165	100	9	993	367	4	9,927	4,227	135
2,806	1,257	54	103	62	5	73	48	.....	31	15	4	213	130	5	4,827	2,259	90
484	270	4	56	33	.....	49	37	.....	45	28	.....	73	32	8	1,004	577	12
2,014	549	4	.....	.....	.....	.....	.....	.....	5	3	.....	2	1	.....	2,592	831	4
1,423	431	4	82	27	16	4	1	.....	3	3	.....	73	55	.....	2,708	951	20
2,042	1,010	22	135	57	25	118	4	.....	522	309	17	293	173	4	4,234	2,155	71
6,774	3,004	61	431	320	3	4	4	.....	92	52	.....	559	399	21	10,071	4,854	95
2,988	1,696	16	104	54	26	69	45	8	63	42	1	811	727	5	5,394	3,100	56
10,892	4,862	53	97	39	21	42	37	2	123	63	8	305	201	7	13,553	6,215	97
4,900	2,938	23	223	142	8	7	5	.....	68	24	1	1,867	781	36	10,318	5,762	86
2,486	979	39	103	44	2	8	4	1	18	10	.....	112	57	5	3,648	1,473	52
25,919	14,058	270	2,221	1,427	29	2,610	1,465	87	5,132	3,325	84	7,644	4,754	95	64,672	36,696	656
13,285	5,702	225	1,854	972	164	1,177	442	67	1,786	1,115	77	3,427	2,130	99	28,707	14,513	866
2,663	1,055	9	105	50	1	48	15	6	630	492	.....	232	152	3	4,256	2,054	20
9,569	4,383	213	1,661	897	162	1,087	414	59	1,011	551	75	2,995	1,888	93	22,445	11,731	820
1,053	264	3	88	25	1	42	13	2	145	72	2	200	80	3	2,006	728	26
21,178	7,737	554	3,862	1,602	860	2,700	1,187	504	2,985	1,710	363	5,518	3,105	337	46,941	19,954	2,830
3,161	1,094	22	589	263	25	212	90	7	304	170	3	900	424	14	6,355	2,603	80
41,674	13,845	5,491	8,115	2,319	3,271	5,958	1,948	1,279	8,661	3,272	1,983	11,839	4,289	2,450	103,717	34,520	18,042
10,510	4,278	87	1,821	905	310	1,387	782	41	1,942	1,241	29	2,627	1,582	49	23,433	11,690	584
1,705	813	84	485	153	101	223	47	18	333	119	40	192	119	5	3,649	1,500	268
1,039	409	13	125	62	11	69	36	14	193	141	7	136	73	3	1,854	835	62
9,922	4,461	4,891	3,103	220	2,583	1,433	150	884	2,792	229	1,812	3,500	232	2,291	30,040	3,362	15,756
2,801	902	15	370	134	24	250	119	6	395	226	7	646	296	5	6,233	2,297	63
11,259	4,368	141	1,540	543	194	1,524	524	16	2,297	943	46	3,664	1,447	28	27,680	10,651	445
4,435	1,614	260	671	302	48	1,072	290	300	709	373	42	1,074	540	69	10,828	4,185	864
191,221	75,703	7,444	23,675	10,017	4,828	16,364	7,293	2,049	26,901	14,511	2,612	52,337	25,041	3,226	426,730	181,836	24,483
133,168	58,618	3,206	13,728	7,035	1,804	11,235	5,553	1,070	18,764	11,226	1,176	39,472	19,706	1,300	298,721	140,946	9,693
58,053	17,085	4,238	9,947	2,982	3,024	5,129	1,740	979	8,137	3,285	1,436	12,865	5,335	1,926	128,009	40,890	14,790

of students and casual workers were filling the demand for fruit pickers.

It was expected that sufficient labour for haying could be supplied but that an additional 150 workers would be needed for the threshing of peas. Permanent general farm and dairy hands were difficult to secure in the face of the high wages being paid by other industries.

Okanagan area reports showed an influx of transient labour for orchard operations despite the fact that transportation costs were not being provided.

Logging.—There was a substantial decrease in the number of orders for skilled loggers in June due to uncertainty in the industry during the period of wage negotiations. In the Prince George area some camps were working at only 50 per cent of capacity. Little relief could be expected until negotiations were completed.

Mining.—In the coal mining areas of the Northern Interior, Nanaimo, and Courtenay, the demand for miners was not heavy. However, Princeton reported a critical shortage of miners and labourers. Indifferent housing accommodation practically eliminated the possibility of meeting their current needs through clearance.

Gold placer mine operators in the Yukon, and British Columbia, were having no trouble securing help while the quartz section of the industry registered serious shortages and a high labour turnover.

The Consolidated Mining and Smelting Co. at Trail had sent representatives to Vancouver, New Westminster and Victoria seeking approximately 300 workers. Wages were good and a limited accommodation for married and single workers, resulted in a fair proportion of their immediate needs being met.

It was feared that the general mining industry would suffer a slight set-back when the number of university students now employed return to school.

Manufacturing.—Yarrows shipyards at Victoria were still seeking various types of skilled tradesmen, particularly steel shipwrights and platers. The situation was eased somewhat by the lay-off at the Victoria Machinery Depot. Similarly, as the Pacific Dry Dock released their employees, they were hired at Burrard North Dry Dock. Ship construction, however, continued to be handicapped by material shortages.

The wooden shipyards in the Region were very active. A new building venture started

at Nelson hoped to develop both a local and export market for their crafts.

In the Mainland area, sawmill activities were increasing with some plants taking on additional staff and operating extra shifts. New Westminster and Northern Interior mills were experiencing unrest while awaiting the decision to be brought down by the current negotiating committee on wages. Once negotiations were completed it was expected that the present shortage of workers would become critical.

Construction.—The demand for all types of construction workers continued to be heavy with out-of-town requirements predominating. While large industrial projects did not seem to be faced with either material or labour shortages, small contractors were having considerable difficulty in securing both.

Prince George reported that a one hundred house project was under construction which upon completion would ease the critical housing situation considerably.

Application had been made for a forest management licence on behalf of the Edward Cellulose Co., a subsidiary of the American Corp. If granted, operations would extend from the Skeena River towards Terrace and the Alaska boundary and would give employment to approximately 700 in the construction stage and possibly 1,000 permanent employees.

Victoria reported that many large contracts had been let, one item being a \$4,000,000 school construction program which was to be spread over a five-year period. The Elk Falls power project on the Northern end of Vancouver Island was expected to be completed by October.

Field engineers were surveying the Canol pipe line from Whitehorse to Fort Norman with a view to salvaging the pipe line and pumping stations. This operation would require about 300 men, mostly truck and tractor drivers, heavy equipment operators and labourers. Work was expected to start in September.

Highway contractors throughout the Region had been successful in securing the type and number of skills required and no critical shortage had been registered.

Transportation.—Deep sea traffic into the major harbours is at the lowest point in years and personnel requirements were at a very low ebb. Coastal operators had placed an urgent request for diesel engineers and cooks, both of which were in very short supply at that time.

Unemployment in Trade Unions at the Close of the Quarter Ending June 30, 1947

UNEMPLOYMENT among trade union members in Canada decreased to 0.8 per cent at the end of June from 1.8 at the end of March and 1.3 at the end of the second quarter a year ago. At the end of June reports were received from 2,409 local unions with a combined membership of 468,269. In the previous quarter 2,387 locals with a total membership of 455,698 reported, while at June 30, 1946, reports were received from 2,326 locals with a total of 408,002 members.

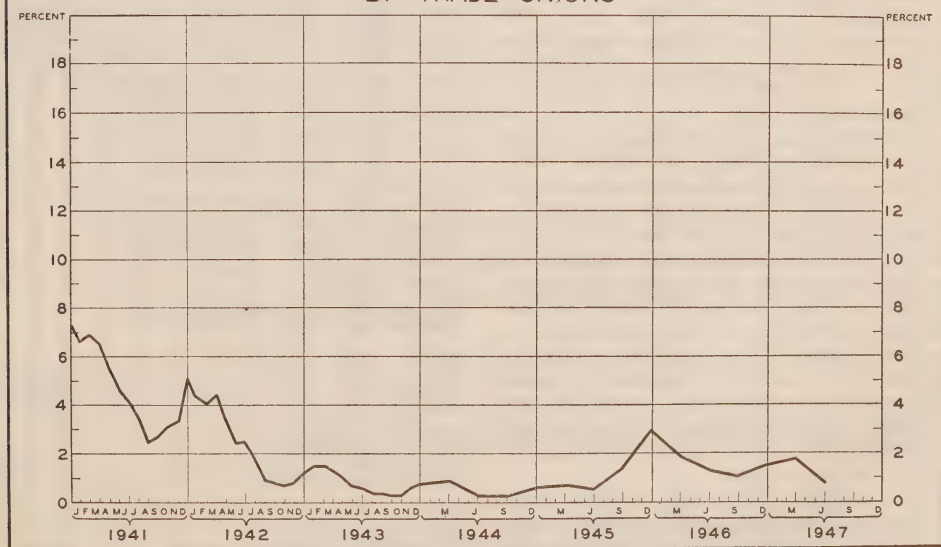
In the following report unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trade are not considered as unemployed. As returns from unions reporting vary from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting. For the quarter under review, an increase in trade union unemployment was indicated in lumbering and logging, mining and communication. There was a substantial decrease in trade union unemployment in construction and transportation with more moderate declines indicated in manufacturing and services.

Table I contains the percentage of trade union unemployment at certain dates, in each province. In comparison with the previous quarter declines in the percentage were shown in all but New Brunswick where it rose from 1.7 to 2.2. A comparison with June, 1946, indicates that employment conditions were more favourable in the period under review in all the provinces with the exception of Nova Scotia where the percentage rose from 3.6 to 7.2.

A separate compilation is made each quarter of unemployment among union members in the largest city in each province with the exception of Prince Edward Island. A decrease in trade union unemployment from the previous quarter was reported in all cities but Saint John where the percentage rose from 2.8 to 6.5. The percentage declined in Halifax from 8.4 to 3.9, in Montreal, from 2.0 to 0.4, in Toronto from 1.2 to 0.3, in Winnipeg from 1.0 to 0.4, in Regina, from 0.3 to nil, in Edmonton, from 3.3 to 0.7 and in Vancouver from 3.1 to 0.9. In comparison with June, 1946, the percentage at the date under review was higher only in Halifax, unchanged in Montreal, and lower in Saint John, Toronto, Winnipeg, Regina, Edmonton and Vancouver.

Returns were tabulated from 931 locals in the manufacturing industries. These reported

PERCENTAGE OF UNEMPLOYMENT AS REPORTED
BY TRADE UNIONS



a combined membership of 238,550 of whom 2,655 or 1.1 were unemployed at June 30. At the end of the previous quarter 1.5 per cent of 231,300 members reported by 915 locals were without work. In June, 1946, 853 locals reported 1.6 of 185,865 members as unemployed. In comparison with the previous quarter (Table II), the employment situation was more favourable among trade union members engaged in the manufacture of animal products, non-ferrous metals, wood products and iron and its products. Increases in union unemployment were reported in vegetable products and pulp and paper products. A comparison with June, 1946, indicates slightly less favourable employment conditions in the manufacture of vegetable products, pulp and paper products and wood products. Improvement was indicated in the other manufacturing categories.

In the transportation group reports were received from 850 local union branches with a total membership of 102,790 of whom 568 or 0.6 per cent were without work on the reporting date. At the end of the previous quarter the percentage was 2.0 and at June 30, 1946, it was 1.5. The percentage of trade union unemployment in steam railway operations decreased to 0.6 per cent from 1.8 at March 31, 1947 and 1.6 in June a year ago.

Unemployment in the mining group increased to 1.0 per cent from 0.3 in the previous quarter. The percentage in coal mining increased to 0.8 from 0.2 in March and 0.6 in June last year. Unemployment among metallic ore miners increased slightly to 0.1 per cent from no reported unemployment in the previous quarter. Unions of non-metallic ore miners other than coal miners reported 4.7 of 2,152 members unemployed. The percentage for the previous quarter was 2.1 and at June 30, 1946, it was 2.8 per cent.

The Department received reports from 205 locals in the building and construction trades. These reported a combined membership of 42,679 of whom 0.4 per cent were reported as unemployed at the end of June. This percentage was substantially lower than the 5.0 per cent recorded in the previous quarter and 0.8 per cent at the end of June in 1946. Decreased employment was indicated for electrical workers. The employment situation was more favourable for bricklayers, masons and plasterers, carpenters and joiners, painters, decorators and paperhangers, plumbers and steamfitters, and hod carriers and miscellaneous building workers.

Unemployment among trade union members in public and personal services declined to 0.2 per cent at the date under review from 0.7

in the preceding quarter and 0.4 in June, 1946. The communications group showed an unemployment percentage of 1.3 at the reporting date as compared with 0.1 in the previous quarter and reflected an increase of unemployment, from 0.1 to 1.6 per cent, among union members in telegraph operations.

Unemployment in logging in Ontario and British Columbia rose to 1.0 per cent from no unemployment in the previous quarter. The information on unemployment of union members in the fishing industry is not sufficiently complete to be representative and is therefore not included as a group in Table II.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	0.8	0.9	1.1	0.6	0.9	0.7	0.8	0.4	0.8
Average 1944.....	0.2	0.6	0.7	0.4	0.5	0.6	0.6	0.5	0.5
Average 1945.....	2.0	1.2	1.4	1.5	0.7	0.9	0.8	1.5	1.4
Average 1946.....	2.7	1.7	1.2	1.1	1.2	1.2	0.6	2.7	1.4
June 1932.....	9.6	12.0	27.1	23.4	18.1	14.4	22.3	22.3	21.9
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
June 1934.....	11.4	7.3	22.9	15.9	17.0	12.1	24.8	17.2	18.0
June 1935.....	12.2	8.1	21.9	12.0	13.7	9.4	20.1	13.2	15.4
June 1936.....	6.7	7.8	19.0	13.3	8.4	6.4	17.2	10.5	13.9
June 1937.....	5.9	4.7	15.3	7.6	5.7	7.2	16.6	8.0	10.4
June 1938.....	3.8	14.8	17.1	12.4	12.5	9.7	17.8	14.3	13.5
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	13.2	9.7	11.6
June 1940.....	2.4	3.7	12.2	4.9	3.9	3.4	14.6	7.7	7.6
June 1941.....	2.0	1.9	6.2	2.0	4.3	1.8	11.5	3.8	4.1
June 1942.....	1.3	4.7	4.6	1.6	1.1	0.9	2.6	0.9	2.5
June 1943.....	0.3	1.1	1.0	0.4	0.6	0.6	1.1	0.1	0.6
June 1944.....	0.1	0.6	0.4	0.2	0.2	0.5	0.2	0.2	0.3
June 1945.....	1.2	0.1	0.6	0.7	0.2	0.9	0.3	0.2	0.5
June 1946.....	3.6	3.7	1.0	0.8	1.5	0.7	0.4	2.3	1.3
June 1947.....	7.2	2.2	0.5	0.5	0.4	0.5	0.3	0.8	0.8
March 1943.....	0.6	0.8	2.2	1.1	1.1	1.0	1.1	0.4	1.3
June 1943.....	0.3	1.1	1.0	0.4	0.6	0.6	1.1	0.1	0.6
September 1943.....	0.1	0.4	0.4	0.3	0.3	0.7	1.1	0.2	0.3
December 1943.....	2.9	0.3	0.7	0.5	0.8	0.8	0.9	0.5	0.8
March 1944.....	0.4	0.9	0.9	0.9	0.9	0.7	0.4	0.7	0.9
June 1944.....	0.1	0.6	0.4	0.2	0.2	0.5	0.2	0.2	0.3
September 1944.....	0.2	0.7	0.4	0.2	0.1	0.5	0.1	0.4	0.3
December 1944.....	0.0	0.2	0.9	0.4	0.8	0.5	0.7	0.6	0.6
March 1945.....	0.5	0.0	1.2	0.6	0.9	0.8	0.8	0.5	0.7
June 1945.....	1.2	0.1	0.6	0.7	0.2	0.9	0.3	0.2	0.5
September 1945.....	2.0	0.5	2.4	0.5	0.4	0.4	0.3	2.4	1.4
December 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	0.9	3.5	3.0
March 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	0.8	1.5	0.7	0.4	2.3	1.3
September 1946.....	0.9	1.0	1.0	1.0	0.5	0.4	0.5	1.5	1.0
December 1946.....	1.5	0.3	1.4	0.9	1.3	1.5	1.4	3.6	1.5
March 1947.....	15.4	1.7	1.8	0.7	1.3	2.0	1.5	2.0	1.8
June 1947.....	7.2	2.2	0.5	0.5	0.4	0.5	0.3	0.8	0.8

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Note.—In percentages shown below, "0" indicates no unemployment.—When "0" is used, negligible unemployment (less than .05 per cent) is indicated

Month	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations	
1932.....	45.7	12.4	24.2	10.3	13.3	13.9	13.1	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	0.3	
June.....	24.1	14.6	24.5	8.4	14.0	12.7	14.5	0.26	0.18	0.10	0.62	0.20	17.5	0.27	0.8	26.8	24.6	14.4	0.36	0	0	34.0	60.8	11.8	83.5	13.0	1.4	10.8	11.0	0	2.3	11.4	5.1	21.2	21.9
1933.....	3.0	20.9	17.2	6.0	8.3	6.7	11.6	0.17	0.18	0.1	0.6	0.2	8.2	0.9	8	30.6	14.0	0.36	0	0	0	62.5	12.0	31.0	13.6	1.0	10.1	10.3	0	1.4	12.6	6.3	23.8	31.8	
1934.....	5.1	18.2	15.9	10.2	7.3	4.3	9.5	0.5	0.23	0.4	16.8	24.7	10.0	14.4	0	15.6	17.0	0.47	0	0	0	63.3	57.8	9.3	43.0	8.6	9.0	12.6	0	6.4	7.1	3.0	23.3	31.0	
1935.....	3.8	18.4	13.7	9.9	5.6	2.1	8.3	0.10	0.25	0.5	2.9	27.7	39.4	17.9	0	10.9	24.0	0.33	0	0	0	44.4	44.5	7.7	27.2	8.6	11.3	11.5	0	10.2	6.9	2.8	14.7	15.4	
1936.....	1.6	14.0	11.9	7.0	5.6	4.6	6.8	0.3	0.19	1.1	3.7	19.1	14.2	21.9	0	10.0	4.3	0.30	0	0	0	34.7	40.5	6.3	35.6	6.4	9.5	9.7	0	3.5	5.4	2.0	16.3	13.9	
1937.....	6.2	11.6	16.7	6.0	10.3	3.8	6.0	0.29	0.25	0.5	2.6	29.2	43.7	21.4	0	13.9	9.4	0.33	0	0	0	28.3	21.2	7.7	31.8	8.4	2.5	7.9	8.1	0	3.5	3.6	8.6	10.4	
1938.....	10.1	14.7	13.5	4.5	5.5	4.5	7.1	0.3	0.19	0.8	8.2	20.3	24.1	17.8	0	14.7	7.4	0.45	0	0	0	28.3	21.2	7.7	31.8	8.4	1.5	6.3	6.5	0	4.8	3.5	9.1	13.5	
1939.....	20.3	11.9	8.5	2.3	3.1	1.6	5.5	0.3	0.19	0.8	8.2	20.3	24.1	17.8	0	14.7	7.4	0.45	0	0	0	28.3	21.2	7.7	31.8	8.4	1.5	6.3	6.5	0	4.8	3.5	9.1	13.5	
1940.....	3.7	12.4	2.8	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1941.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1942.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1943.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1944.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1945.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1946.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1947.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1948.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1949.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1950.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1951.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1952.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1953.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1954.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1955.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1956.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1957.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1958.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1959.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1960.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1961.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1962.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1963.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1964.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1965.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1966.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1967.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1968.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1969.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1970.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13.5	3.3	25.6	3.2	1.4	4.1	4.2	0	1.4	3.2	2.3	4.0	7.6
1971.....	0.6	3.1	1.1	0	1.2	0.8	1.9	0.4	0.7	0.3	5.7	1.7	0.12	0.17	4.1	7.1	5.12	0	0	0	0	22.4	13												

DURING July, 1947, the number of strikes and lockouts in existence in Canada was only two less than the previous month but the number of workers involved and the time loss in man-working days decreased sharply, the time loss showing a decline of about 142,000 days. The strike figures this month are also substantially below those recorded for July, 1946, which was one of the peak

months of last year. Preliminary figures for July, 1947, show 29 strikes and lockouts in existence, involving 3,112 workers, with a time loss of 24,355 man-working days, as compared with 31 strikes in June, 1947, with 17,201 workers involved and a time loss of 166,370 days. In July, 1946, there were 47 strikes, involving 50,429 workers, with a time loss of 915,911 days.

(Continued on page 1238)

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1947*						
January.....	12†	12	3,302†	3,302	28,519	0.38
February.....	13	20	17,219	33,737	199,679	2.67
March.....	10	18	792	15,931	378,057	5.05
April.....	21	26	3,151	17,480	363,886	4.86
May.....	32	43	18,053	34,013	365,424	4.89
June.....	19	31	2,844	17,201	166,370	2.22
July.....	18	29	1,707	3,112	24,355	0.33
Cumulative totals.....	125		47,068		1,526,290	2.91
1946						
January.....	13†	13	2,957†	2,957	18,948	0.25
February.....	16	19	3,594	3,769	11,891	0.16
March.....	22	30	4,299	6,097	45,856	0.61
April.....	22	30	4,924	7,110	45,764	0.61
May.....	29	36	46,681	47,855	566,410	7.57
June.....	25	36	31,556	70,600	933,876	12.49
July.....	33	47	28,226	50,429	915,911	12.25
Cumulative totals.....	160		122,237		2,538,656	4.85

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

For the first seven months of 1947 preliminary figures show a total of 125 strikes and lockouts, involving 47,068 workers, with a time loss of 1,526,290 man-working days. During the same period last year there were 160 strikes, with 122,237 workers involved and a time loss of 2,538,656 days.

Of the 29 strikes recorded for July, two were settled in favour of the workers, four in favour of the employers, three were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month 16 strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced May 30, 1946, are still continuing. A strike of food products factory workers at Vancouver, B.C., has not been declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1947⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1947				
MANUFACTURING— <i>Vegetable Products—</i> Vegetable products factory workers, Port Credit, Ont.	1	70	350	Commenced May 1; for increased wages; terminated July 7; conciliation, provincial; compromise.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Lachute Mills, P.Q.	1	60	1,200	Commenced April 10; for a new agreement providing for increased wages, union shop, two weeks' vacations with pay, and pay for six statutory holidays; unterminated; partial return of workers.
Textile factory workers, St. Johns, P.Q.	3	500	5,000	Commenced June 4; for a union agreement providing for increased wages and other changes; terminated July 12; return of workers pending reference to arbitration; indefinite.
<i>Pulp, Paper and Paper Products—</i> Paper products factory workers, Chambly, P.Q.	2	150	3,000	Commenced April 15; for implementation of award of arbitration board providing for increased wages, two weeks' vacations with pay, check-off, pay for seven statutory holidays, etc.; unterminated; partial return of workers.
<i>Miscellaneous Wood Products—</i> Wood products factory workers, Lachute Mills, P.Q.	1	35	600	Commenced May 5; for a new agreement providing for increased wages, pay for statutory holidays, union security, etc.; unterminated; partial return of workers.
Furniture factory workers, Hanover, Ont.	3	400	4,000	Commenced June 6; for new agreements providing for increased wages, pay for nine statutory holidays, two weeks' vacations with pay, etc.; unterminated.
<i>Metal Products—</i> Metal factory workers, Ottawa, Ont.	1	75	1,500	Commenced February 24; for a new agreement providing for increased wages, vacations with pay, union security, etc.; unterminated; partial return of workers.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Fireclay products factory workers, Acton, Ont.	1	35	800	Commenced June 7; alleged violation of seniority in lay-off of nine workers; unterminated.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1947⁽¹⁾—*Continued*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to July, 1947—*Concluded*

TRANSPORTATION—				
<i>Other Local and Highway—</i>				
Truck drivers, Windsor, Ont.	1	8	32	Commenced May 31; for increased wages; lapsed by July 5; indefinite.
Bus drivers, Sydney, N.S.	1	44	200	Commenced June 27; against dismissal of eight drivers for allegedly collecting fares improperly; terminated July 5; concilia- tion, provincial, and return of workers pending reference to arbitration; in favour of employer; recommendation that one driver be reinstated.
SERVICE—				
<i>Business and Personal—</i>				
Laundry workers, Nanaimo, B.C.	1	28	500	Commenced June 9; against dismissal of two workers for being absent without leave; unterminated.

Strikes and Lockouts Commencing During July, 1947

MINING—				
Coal miners, Nanaimo, B.C.	3	360	360	Commenced July 2; in sympathy with strike of laundry workers at Nanaimo, B.C., commencing June 9, 1947; terminated July 2; return of workers; in favour of employers.
MANUFACTURING				
<i>Animal Foods—</i>				
Dairy and poultry plant workers, Melville, Sask.	1	95	1,300	Commenced July 16; for extension of existing agreement to October 30, 1947, with pro- vision for increased wages and reduced hours; unterminated.
<i>Fur and Leather Products—</i>				
Tannery workers, Oshawa, Ont.	1	270	540	Commenced July 30; for increased wages; unterminated.
<i>Textiles, Clothing, etc.—</i>				
Woollen mill workers, Brandon, Man.	1	22	33	Commenced July 11; for a union agreement providing for increased wages and other changes; terminated July 15; return of workers pending settlement; indefinite.
<i>Miscellaneous Wood Products—</i>				
Sawmill workers, Nanaimo, B.C.	3	150	150	Commenced July 2; in sympathy with strike of laundry workers at Nanaimo, B.C., commencing June 9, 1947; terminated July 2; return of workers; in favour of employers.
Sawmill workers, Cache Bay, Ont.	1	168	1,700	Commenced July 5; for increased wages and continuation of certain bonuses; terminated July 17; conciliation, provincial; com- promise.
Sawmill workers, Wahnapiatae, Ont.	1	50	400	Commenced July 23; alleged discrimination in lay-off of workers; unterminated.
Box factory workers, Prince Albert, Sask.	1	70	375	Commenced July 25; protest against dis- missal of two workers; unterminated.
<i>Metal Products—</i>				
Steel products factory workers, Oshawa, Ont.	1	84	900	Commenced July 16; for increased wages; unterminated.
Metal factory workers, Montreal, P.Q.	2	40	40	Commenced July 31; alleged discrimination in dismissal of six workers; unterminated.

STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1947⁽¹⁾ *Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During July, 1947—Concluded				
MANUFACTURING— <i>Conc.</i> Non-Metallic Minerals, Chemicals, etc.— Clay products factory workers, Medicine Hat, Alta.	2	155	250	Commenced July 7; for new agreements providing for increased wages, reduced hours, union shop, etc.; terminated July 8; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Chemical factory workers, Medicine Hat, Alta.	1	15	75	Commenced July 17; against dismissal of union officer because of misunderstanding during negotiations for a union agreement; terminated July 22; conciliation, provincial; in favour of workers.
CONSTRUCTION— Buildings and Structures— Labourers, Port Union, Ont.	1	40	40	Commenced July 14; for two weeks' vacations with pay instead of one, and for transportation allowance on certain jobs; terminated July 14; negotiations; in favour of workers.
Carpenters, Cornwall, Ont.	1	17	200	Commenced July 17; re date of payment of agreed wage increase; untermiated.
SERVICE— Business and Personal— Hotel employees, Riverside, Ont.	1	11	200	Commenced July 4; alleged discrimination in dismissal of four workers, and for a union agreement providing for closed shop, check-off, etc.; terminated July 25; conciliation, provincial; compromise.
Waitresses, etc., Kelowna, B.C.	1	10	50	Commenced July 2; for a union agreement providing for increased wages, reduced hours, etc.; terminated July 8; replacement; in favour of employer.
Waiters and bartenders, Sudbury, Ont.	7	60	200	Commenced July 28; for a new agreement providing for closed shop and increased wages; untermiated.
Laundry and dry cleaning plant workers, Fort William and Port Arthur, Ont.	4	90	360	Commenced July 28; for a union agreement providing for increased wages and changes in working conditions; untermiated.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1947, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May, 1947, was 100 and 24 were still in progress from the previous month, making a total of 124 during the month. In all stoppages of work in progress in the period there were 70,200 workers involved and a time loss of 181,000 working days was caused.

Of the 100 stoppages which began during May, nine arose out of demands for advances in wages; 31 over other wage questions; 16 on questions as to working hours; 11 on questions respecting the employment of particular classes or persons; 30 on other questions respecting working arrangements; and three were on questions of trade union principle.

India

Preliminary figures for January, 1947, show 158 work stoppages, involving 108,345 workers with a time loss of 1,084,919 man-days.

Preliminary figures for February, 1947, are reported as 112 work stoppages, with 106,960 workers involved and a time loss of 925,529 man-days.

United States

Preliminary figures for June, 1947, show 350 strikes and lockouts beginning in the month, in which 475,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,750,000 man-days. Corresponding figures for May, 1947, are 425 strikes and lockouts, involving 200,000 workers with a time loss of 5,700,000 days.

Prices

Prices, Retail and Wholesale, in Canada, July, 1947

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index rose 1.0 points to 135.9 between June 2 and July 2, 1947. Firmer food prices were again mainly responsible and an index for this series moved up 2.1 points to 159.8 due to increases for butter, cheese, eggs, lamb, rice, cocoa, potatoes, marmalade and lemons. Home furnishings and services advanced 2.7 points to 142.5, reflecting increases in furniture, home furnishings and cleaning supplies. Higher prices for men's suits, rayon slips and footwear advanced the clothing series 0.8 to 143.2. Fuel and lighting rose 0.6 to 117.3 and miscellaneous items 0.1

to 117.2. There was no change in the rentals index at 117.8.

Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities were all higher between June 2 and July 2, 1947, led by a gain of 2.2 points to 138.4 for the Saskatoon series. Toronto at 135.1 and Winnipeg at 131.5 were each up 1.8 points while Halifax rose 1.6 to 132.6; Saint John 1.4 to 133.5; Edmonton 1.3 to 132.6; and Montreal and Vancouver each 0.8 points to 138.5 and 135.1 respectively. Firmer

(Continued on page 1238)

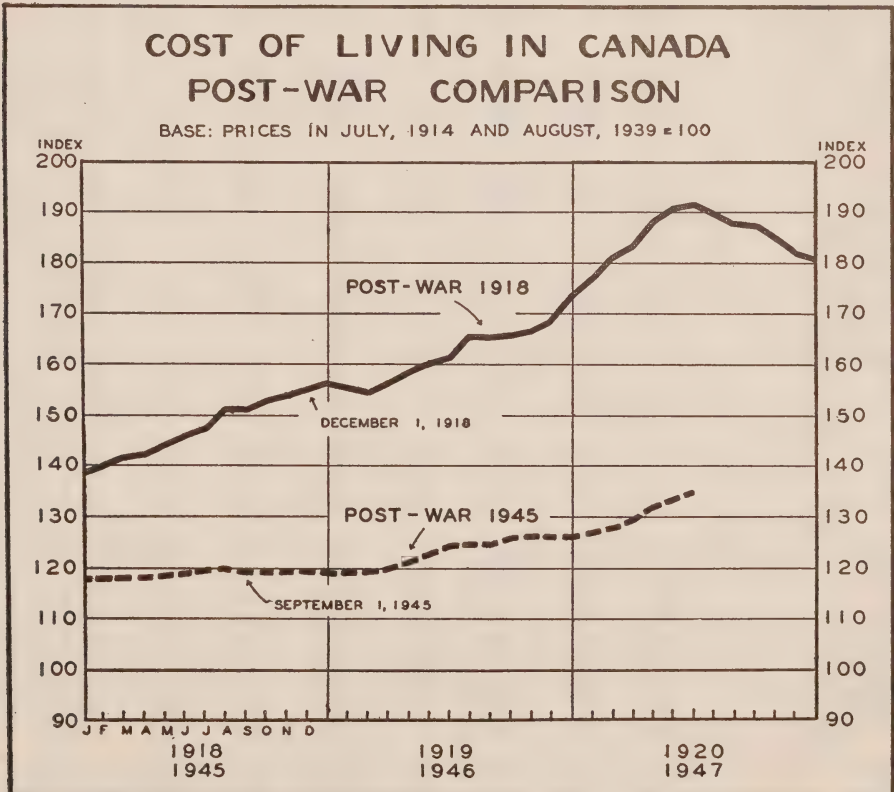


TABLE I.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the beginning of each Month

—	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100								Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous		
1914.....		79.7	92.2	72.1	75.1	88.3		69.6		
1915.....		80.7	93.7	69.8	73.8	96.4		70.0		
1916.....		87.0	103.9	70.6	75.4	109.8		74.1		
1917.....		102.4	134.3	75.8	83.8	129.1		80.7		
1918.....		115.6	154.2	80.0	92.6	151.0		90.3		
1919.....		126.5	164.8	87.3	100.7	173.6		100.0		
1920.....		145.4	189.5	100.1	120.2	211.9		109.3		
1921.....		129.9	145.5	109.4	128.1	172.6		111.4		
1922.....		120.4	123.3	114.0	122.7	145.7		111.4		
1926.....		121.8	133.3	115.9	116.8	139.1		106.1		
1927.....		119.9	130.8	114.5	114.4	135.6		105.1		
1928.....		120.5	131.5	117.3	113.2	135.5		104.8		
1929.....		121.7	134.7	119.7	112.6	134.8		105.0		
1934.....		95.6	92.7	93.1	102.1	97.1		97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9	
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1	
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0	
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8	
1939.....										
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0	
September 1.....	100.0	100.8	99.4	103.8	98.8	99.6	100.8	101.3	100.0	
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8	
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3	
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
1940.....										
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2	
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5	
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4	
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4	
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6	
1941.....										
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4	
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7	
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9	
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1	
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6	
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9	
1942.....										
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9	
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6	
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9	
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7	
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4	
1943.....										
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5	
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2	
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1	
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8	
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5	
1944.....										
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3	
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4	
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6	
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9	
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2	
1945.....										
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6	
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1	
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6	
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5	
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2	
1946.....										
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3	
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2	
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7	
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8	
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5	
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1	
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4	
August 1.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1	
September 3.....	124.6	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0	
October 1.....	125.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9	
November 1.....	126.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3	
December 2.....	126.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2	
Year.....	122.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1	
1947.....										
January 2.....	126.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9	
February 1.....	126.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9	
March 1.....	127.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4	
April 1.....	129.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2	
May 1.....	132.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2	
June 2.....	133.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4	
July 2.....	134.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1	

†Commodities in the cost of living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JULY 1947

Base:—August 1939=100.

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	132.6	164.1	107.3	119.2	143.7	131.4	116.1
Saint John.....	133.5	156.6	110.7	123.1	145.6	134.7	115.7
Montreal.....	138.5	169.2	115.3	118.0	140.0	143.3	112.9
Toronto.....	135.1	158.6	114.6	127.6	148.1	140.6	118.3
Winnipeg.....	131.5	158.9	109.6	117.6	135.5	137.9	114.3
Saskatoon.....	138.4	168.0	117.3	126.2	142.3	145.4	115.4
Edmonton.....	132.6	162.6	107.0	108.4	146.5	138.7	115.3
Vancouver.....	135.1	161.1	110.1	130.0	146.6	138.9	115.9

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE III.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August, 1939=100)

Dominion Average Retail Price Relatives With Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Aug. 1939	Dec. 1941	Dec. 1945	Mar. 1946	June 1946	Sept. 1946	Dec. 1946	Mar. 1947	May 1947	June 1947	July 1947	Price July 1947
Beef, sirloin steak.....	lb.	100.0	120.7	154.8	155.2	156.6	163.8	163.8	166.7	175.3	176.0	176.7	49.3
Beef, round steak.....	lb.	100.0	125.7	167.9	167.9	170.0	177.6	177.6	180.6	192.0	192.4	193.2	45.8
Beef, rib roast.....	lb.	100.0	125.5	174.3	175.2	177.4	186.1	186.1	188.7	201.3	202.2	202.6	46.6
Beef, shoulder.....	lb.	100.0	132.7	162.3	162.3	163.5	169.2	169.2	172.3	186.8	188.1	188.7	30.0
Beef, stewing, boneless.....	lb.	100.0	136.7	168.3	169.0	169.8	173.5	173.5	177.9	194.0	195.5	195.5	26.7
Veal, front roll, boneless.....	lb.	100.0	139.3	174.0	173.4	174.6	174.0	175.7	175.1	174.6	174.6	175.1	29.6
Lamb, leg roast.....	lb.	100.0	109.9	152.8	152.8	156.0	162.0	156.0	156.3	157.4	157.7	165.1	46.9
Fork, fresh loins, centre cut.....	lb.	100.0	125.3	143.8	144.6	160.8	163.0	163.3	172.9	172.9	172.9	172.9	47.0
Fork, fresh shoulder, hock-off.....	lb.	100.0	127.0	143.4	144.4	163.3	164.3	165.4	176.4	178.0	177.4	177.4	33.8
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	142.5	142.5	160.9	162.7	162.7	180.0	180.9	180.9	180.9	57.7
Lard, pure.....	lb.	100.0	151.3	159.6	160.5	176.3	178.1	178.1	239.5	242.1	242.1	242.1	27.6
Shortening, vegetable.....	lb.	100.0	134.7	137.5	137.5	140.3	141.0	141.0	212.5	215.3	216.0	216.0	31.1
Eggs, grade "A", large.....	dos.	100.0	156.4	181.3	144.1	144.1	178.3	175.1	146.2	144.5	147.8	151.0	47.0
Milk.....	qt.	100.0	111.0	95.4	96.3	114.7	114.7	139.4	139.4	139.4	139.4	139.4	15.2
Butter, creamery, prints.....	lb.	100.0	140.5	148.0	149.1	161.5	164.8	164.8	184.8	186.1	199.3	205.1	56.0
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	100.0	174.6	165.4	166.3	168.3	167.7	170.7	173.6	175.9	176.6	176.6	24.0
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	107.9	107.9	107.9	107.9	107.9	6.8
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, package.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	125.1	129.8	131.4	8.3
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	102.2	105.4	105.4	106.5	106.5	9.8
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	100.0	129.9	137.7	137.7	138.7	142.5	166.0	170.8	170.8	170.8	171.7	18.2
Peas, canned, 2's.....	tin	100.0	117.5	121.7	121.7	121.7	126.7	130.8	132.5	132.5	132.5	133.3	16.0
Corn, canned, 2's.....	tin	100.0	128.3	132.7	132.7	132.7	135.4	145.1	146.9	147.8	147.8	148.7	16.8
Beans, dry.....	lb.	100.0	129.4	133.3	135.3	137.3	137.3	162.7	174.5	178.4	178.4	180.4	9.2
Onions.....	lb.	100.0	108.2	126.5	138.8	163.3	144.9	130.6	142.9	159.2	183.7	187.8	9.2
Potatoes.....	15 lbs.	100.0	89.9	149.4	155.5	184.8	151.5	126.8	130.2	136.6	152.7	204.3	67.0
Prunes, bulk.....	lb.	100.0	115.8	120.2	134.2	137.7	143.0	144.7	171.1	177.2	176.3	176.3	20.1
Raisins, seedless, bulk.....	lb.	100.0	104.0	108.6	121.2	129.1	125.8	125.2	168.2	172.2	172.2	164.2	24.8
Oranges.....	doz.	100.0	132.5	154.3	147.1	161.1	151.5	154.6	132.1	137.5	134.1	125.6	36.8
Lemons.....	doz.	100.0	111.3	148.6	147.7	145.5	145.1	149.5	136.9	140.3	138.2	138.5	45.0
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	116.3	125.4	135.2	140.0	141.9	145.5	148.0	149.8	24.6
Peaches, 20 oz.....	tin	100.0	101.5	106.1	105.1	106.6	112.2	125.4	128.4	129.9	130.5	131.0	25.8
Marmalade, orange, 16 oz.....	jar	100.0	118.3	128.9	129.6	131.8	133.3	134.0	135.5	136.2	137.0	138.4	18.8
Corn syrup, 2 lb.....	tin	100.0	138.0	157.7	158.2	159.4	171.7	178.7	180.4	180.4	179.9	178.1	30.5
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	147.7	147.7	147.7	9.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	150.8	150.8	150.8	9.5
Coffee.....	lb.	100.0	141.6	131.7	131.7	132.0	133.1	133.7	145.9	146.7	146.7	146.7	49.6
Tea, black, $\frac{1}{2}$ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	149.0	149.3	149.3	149.3	43.9

* Descriptions and units of sale apply to July, 1947 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," large per dozen	Milk per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4 lb. package	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package.
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, Fresh or roast) per lb.	Fresh shoulder, hock-off, per lb.											
P.E.I.—																				
1—Charlottetown.....	49-4	46-4	45-0	32-0	30-0	.....	.....	47-9	.....	57-5	28-4	31-9	46-5	14-0	56-9	24-9	7-3	4-6	7-9	10-4
Nova Scotia—																				
2—Halifax.....	50-8	47-1	44-0	31-1	26-6	24-3	48-7	48-6	34-8	58-1	28-9	31-7	51-7	15-0	58-1	24-8	8-0	4-6	9-8	10-7
3—New Glasgow.....	52-5	49-7	49-7	32-2	27-8	.....	47-0	50-0	35-4	58-6	28-8	31-4	47-6	15-0	56-9	25-1	7-3	4-9	7-7	10-5
4—Sydney.....	52-8	47-6	.....	32-0	28-8	.....	.....	49-2	36-7	59-8	28-5	31-9	54-0	16-0	58-6	26-4	7-3	4-6	9-1	10-8
5—Truro.....	51-5	48-5	47-7	31-7	28-7	.....	53-0	48-7	35-3	58-6	30-2	30-9	49-5	14-0	56-8	24-7	6-7	4-9	9-1	10-1
New Brunswick—																				
6—Fredericton.....	53-0	48-6	49-0	31-5	28-0	31-0	50-0	45-9	34-3	57-6	29-3	31-4	47-8	15-0	58-1	25-1	7-3	4-8	7-6	10-0
7—Moncton.....	51-3	48-2	49-9	30-7	28-5	30-0	48-5	48-2	34-6	60-4	28-3	31-1	51-2	15-0	58-0	25-2	8-0	4-5	9-3	10-5
8—Saint John.....	51-9	48-7	43-5	30-3	26-8	29-8	47-8	48-9	35-0	57-7	28-3	31-8	50-4	16-0	58-5	25-2	7-3	4-2	8-0	9-9
Quebec—																				
9—Chicoutimi.....	48-3	47-2	48-0	33-7	26-3	.....	.....	47-5	37-6	57-3	29-5	.....	50-0	15-0	55-0	24-8	6-0	4-3	.....	10-5
10—Hull.....	45-7	43-4	45-1	31-0	25-7	30-4	.....	45-6	33-2	58-3	28-4	30-4	47-1	15-0	53-8	22-6	6-0	3-8	8-0	9-6
11—Montreal.....	48-2	45-6	47-0	30-5	27-2	29-9	46-3	45-4	34-4	58-5	29-1	31-2	49-6	15-5	55-1	23-2	6-0	3-8	9-1	9-8
12—Quebec.....	49-2	45-6	47-0	30-3	25-6	30-3	47-0	41-4	35-2	55-4	28-7	30-9	47-4	15-0	55-4	23-9	5-5	3-7	8-5	10-0
13—St. Hyacinthe.....	43-0	39-7	40-0	29-8	23-6	32-4	45-0	43-8	33-1	53-6	27-5	29-6	45-3	14-0	54-8	23-0	5-3	4-1	9-3	10-0
14—St. John's.....	50-3	.....	47-3	32-3	31-3	.....	.....	.....	.....	59-0	28-7	30-6	47-7	14-0	55-0	24-4	5-3	4-1	9-1	10-0
15—Sherbrooke.....	51-7	48-0	45-4	31-7	26-0	33-3	48-7	45-4	33-0	55-2	27-1	30-9	47-9	15-0	55-0	23-5	6-0	4-2	8-3	9-9
16—Sorel.....	48-7	44-3	45-6	29-4	26-0	.....	.....	44-7	33-1	56-9	29-5	30-8	44-9	14-0	54-4	24-0	5-3	4-0	8-8	10-0
17—Thetford Mines.....	45-6	44-7	40-3	32-7	24-9	.....	.....	42-7	31-6	47-0	28-7	30-2	44-0	14-0	55-1	23-2	6-0	4-1	7-7	9-6
18—Three Rivers.....	47-7	44-4	43-6	31-9	25-5	30-3	.....	44-3	33-6	58-1	29-1	29-8	47-9	15-0	53-5	22-8	6-0	3-9	8-6	10-1
Ontario—																				
19—Belleville.....	50-0	46-0	48-4	29-2	27-0	28-3	47-5	47-6	33-0	59-6	27-7	30-8	43-9	15-0	55-8	22-8	6-7	4-2	7-9	9-6
20—Brantford.....	50-6	47-1	47-6	30-7	27-0	30-8	48-5	48-6	34-0	58-9	27-6	30-7	45-5	15-0	55-9	24-3	6-7	4-2	8-2	9-8
21—Brockville.....	51-5	48-1	50-7	31-4	27-2	.....	48-8	46-3	32-8	60-5	27-9	29-8	45-8	15-0	55-4	23-6	6-3	4-0	8-8	9-8
22—Chatham.....	49-0	45-6	47-8	29-9	26-9	.....	47-0	48-7	34-6	58-3	27-1	31-3	44-9	15-0	55-7	23-2	5-3	4-1	7-5	9-2
23—Cornwall.....	51-6	48-1	49-5	30-7	30-3	.....	.....	47-4	36-6	59-2	28-1	30-6	45-3	15-0	55-2	23-2	6-0	3-9	7-6	9-8
24—Fort William.....	48-3	44-9	46-6	28-9	26-5	.....	.....	.....	.....	58-0	27-2	29-9	49-7	16-0	56-3	24-2	6-0	3-9	8-0	9-1
25—Galt.....	50-0	46-8	48-4	29-8	26-0	.....	.....	.....	.....	59-5	27-9	30-7	44-3	15-0	56-0	23-4	6-7	4-1	9-0	9-5
26—Guelph.....	50-3	46-7	48-5	30-5	27-9	33-2	52-3	49-0	35-0	57-8	27-3	30-9	45-4	15-0	56-0	23-0	6-0	4-1	8-7	9-6
27—Hamilton.....	49-3	46-0	47-8	30-5	27-3	30-7	.....	48-6	33-4	59-1	27-3	30-8	47-2	16-0	56-4	23-2	6-0	4-2	8-7	9-4
28—Kingston.....	51-3	46-5	48-3	30-5	26-5	32-3	47-3	48-3	33-1	58-1	27-6	30-8	46-3	15-0	55-0	22-7	6-0	4-2	8-6	9-7
29—Kitchener.....	49-7	45-9	49-4	29-9	26-4	32-2	46-0	48-4	33-6	58-2	27-4	30-8	44-7	15-0	55-8	23-3	6-7	4-0	8-0	9-5
30—London.....	50-0	45-9	47-5	30-4	26-8	32-5	48-7	48-6	33-1	58-4	27-2	30-5	45-7	15-0	56-0	23-3	6-0	4-0	8-4	9-4
31—Niagara Falls.....	48-2	44-8	46-3	28-9	25-4	.....	.....	46-7	32-8	58-8	27-1	30-5	48-7	15-5	55-7	24-1	6-0	4-1	7-7	9-4
32—North Bay.....	49-6	46-4	.....	.....	27-0	.....	.....	.....	.....	58-9	27-8	31-1	49-5	16-0	56-6	24-0	6-7	4-2	9-2	10-1
33—Oshawa.....	49-2	47-1	49-8	29-4	26-5	30-0	.....	48-6	33-8	58-4	27-3	30-5	46-3	15-0	55-4	22-9	6-0	4-0	8-4	9-4
34—Ottawa.....	49-5	46-3	48-3	29-9	26-7	30-1	48-4	47-7	33-4	58-5	28-2	30-2	47-9	15-0	55-0	23-1	6-7	3-9	8-5	9-8

COAL AND RENTALS BY CITIES, JULY, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$		
18-5	16-9	17-2	9-3	9-9	35-0	20-0	27-7	44-5	66-5	49-1	27-0	41-3	34-0	9-7	9-1	59-7	43-0	.....	11.90	25.00-29.00(b)	1
18-6	16-4	17-2	10-0	9-2	48-6	18-8	24-3	43-3	52-2	51-9	25-4	40-2	32-7	9-5	9-5	55-1	43-1	.....	14.37	28.00-32.00	2
18-5	15-8	17-3	10-2	8-5	41-7	21-3	27-0	41-9	52-0	49-4	....	40-9	33-1	9-5	9-5	57-1	43-0	.....	.....	16.00-20.00	3
18-3	16-5	17-0	10-1	9-5	48-9	19-7	28-5	45-1	56-4	52-4	....	41-6	33-1	9-8	9-7	56-1	42-8	.....	10.20	18.00-22.00(b)	4
18-5	16-4	17-3	10-7	9-1	51-0	21-9	26-0	41-1	54-7	51-7	....	40-4	33-7	9-6	9-7	56-1	43-0	.....	14.00	.....	5
19-8	16-7	17-3	8-8	9-7	40-1	17-7	27-4	44-1	55-9	51-0	26-0	41-9	33-3	9-4	9-3	56-4	43-1	.....	15.50	21.00-25.00(b)	6
19-0	16-6	17-0	9-1	8-9	37-0	17-4	28-5	39-4	54-0	50-0	26-3	44-0	32-4	10-0	10-0	55-5	42-9	.....	14.70	27.00-31.00(b)	7
18-0	15-9	16-6	8-9	8-8	43-1	18-6	22-4	42-6	50-3	50-1	26-2	40-4	32-5	9-5	9-3	54-2	43-2	.....	14.27	21.00-25.00(b)	8
17-6	15-9	17-7	8-6	9-7	45-1	15-0	23-0	48-3	55-0	52-8	....	....	34-6	9-3	9-0	58-8	45-0	20.15	.....	.....	9
17-9	14-6	16-6	8-6	8-4	59-6	17-3	26-7	30-4	43-7	47-0	24-7	35-8	30-0	9-3	9-2	49-7	44-4	18.75	.....	15.50-19.50	10
16-7	15-1	15-6	10-3	8-9	56-5	20-1	24-9	37-0	40-1	47-5	25-3	39-0	31-1	9-0	9-0	52-9	45-0	19.25	.....	24.50-28.50(b)	11
17-7	15-9	16-4	9-5	9-6	46-4	21-1	25-4	36-9	42-9	48-1	25-8	40-8	32-0	9-1	9-0	49-0	45-1	18.50	.....	28.50-32.50(b)	12
15-7	15-1	15-3	10-6	9-4	63-1	18-7	25-7	40-6	43-6	49-3	26-3	37-3	31-7	9-0	9-0	47-0	45-0	18.75	.....	16.50-20.50(b)	13
16-5	16-3	15-9	8-7	9-0	58-3	21-0	....	40-0	48-4	51-0	....	41-0	33-0	8-9	8-8	47-6	44-6	18.50	.....	.....	14
17-3	15-0	16-7	9-8	9-2	54-9	21-3	26-1	38-0	42-5	50-0	26-8	41-3	32-6	9-0	9-0	46-8	44-5	19.40	.....	21.00-25.00(b)	15
16-7	14-9	16-5	10-3	9-0	62-6	19-5	22-5	40-7	45-0	48-8	25-7	39-9	33-7	9-0	8-7	51-9	45-0	18.37	.....	.....	16
18-2	15-1	16-9	9-7	8-8	59-7	19-2	26-0	49-0	47-7	50-3	28-0	39-8	....	9-0	8-6	52-6	44-1	19.00	.....	.....	17
17-0	15-1	16-0	9-0	9-2	53-1	19-7	25-2	37-4	46-7	50-0	25-0	39-6	33-7	9-3	9-1	53-8	45-3	18.50	.....	20.50-24.50(b)	18
16-7	15-5	16-4	8-3	9-3	69-5	19-6	25-7	34-2	40-7	48-8	....	36-0	30-3	9-4	9-3	48-0	44-6	18.10	.....	.....	19
17-5	15-6	16-5	8-6	8-9	69-1	21-7	25-4	37-4	39-1	46-7	26-0	35-5	29-0	9-3	9-2	49-1	44-3	18.00	.....	22.50-26.50	20
17-6	15-5	16-1	.....	9-6	51-7	21-7	20-0	39-4	45-2	51-7	....	37-7	29-6	9-2	9-1	50-1	43-7	18.50	.....	.....	21
17-0	15-6	15-7	8-2	9-2	65-1	20-0	....	31-3	39-1	46-8	....	36-3	30-0	9-7	9-6	47-5	43-8	18.00	.....	22.50-26.50	22
17-5	16-6	.....	8-7	9-4	71-5	18-7	....	29-1	43-0	....	....	37-2	29-0	9-1	9-1	48-9	43-6	19.50	.....	24.00-28.00(b)	23
17-6	15-8	16-3	8-3	9-0	71-6	20-3	26-3	37-7	46-9	47-9	25-5	38-7	28-6	9-7	9-7	48-0	43-1	16.80	.....	26.50-30.50	24
17-6	15-6	15-3	8-7	9-2	72-8	20-7	26-7	30-7	41-1	45-2	....	33-4	29-4	9-3	9-1	48-1	44-7	18.50	.....	23.00-27.00	25
17-5	16-1	15-7	8-4	9-5	69-5	21-1	24-7	33-3	41-7	45-4	....	35-1	29-6	9-5	9-4	49-0	44-7	18.25	.....	22.50-26.50	26
17-2	15-2	16-0	8-5	9-4	69-3	20-3	23-7	40-6	39-9	46-9	25-6	35-8	28-7	9-1	9-1	48-2	44-7	17.50	.....	27.50-31.50	27
16-6	15-4	16-0	8-8	9-0	61-6	21-3	25-0	38-9	42-7	48-6	25-3	36-8	28-9	9-1	9-0	49-2	44-3	18.50	.....	31.00-35.00	28
17-4	16-0	15-9	8-8	9-1	50-6	21-0	25-0	38-0	43-1	44-5	25-0	35-5	29-7	9-5	9-4	36-9	44-9	18.50	.....	27.50-31.50	29
17-3	15-6	16-7	8-1	8-8	17-8	19-9	25-7	33-6	41-4	46-7	25-5	35-9	28-9	9-4	9-2	48-8	44-4	18.50	.....	27.00-31.00	30
17-3	14-7	.....	8-4	8-9	69-2	20-5	....	36-4	42-1	45-7	....	35-9	29-6	9-4	9-5	48-0	44-8	17.13	.....	26.00-30.00	31
18-1	16-6	.....	8-7	9-0	56-4	....	....	37-3	44-1	....	....	38-7	30-5	10-0	9-9	54-3	44-7	19.50	.....	23.00-27.00	32
16-9	15-2	.....	9-2	8-7	71-6	20-6	....	36-2	41-8	....	....	36-0	29-0	9-5	9-2	52-0	45-1	18.00	.....	27.00-31.00	33
17-5	15-5	16-4	8-9	9-3	65-7	21-4	25-3	33-2	43-2	49-9	....	38-4	30-0	9-2	9-1	48-8	44-2	18.75	.....	32.50-36.50	34

COAL AND RENTALS BY CITIES, JULY, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 24s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	\$	\$
17-3	15-5	.....	8-1	9-0	72-3	20-0	24-2	37-1	41-9	47-6	.....	36-5	30-1	9-4	9-3	52-0	44-3	18.50	.....	16.50-20.50	35
16-8	15-4	16-0	8-3	9-6	85-8	20-6	.....	35-4	40-2	46-8	.....	37-0	30-0	9-5	9-4	47-8	44-1	19.00	.....	25.00-29.00	36
17-9	15-9	16-5	8-5	9-5	78-6	21-2	26-3	34-7	44-3	48-5	25-5	38-6	29-1	9-7	9-6	46-1	43-7	16.80	.....	23.00-27.00	37
16-9	15-1	17-3	8-4	9-4	73-3	21-6	.....	32-6	40-7	40-7	24-6	34-5	30-6	9-3	9-3	47-5	44-8	17.85	.....	28.00-32.00	38
17-8	16-2	16-5	8-2	9-1	80-9	19-8	.....	42-4	45-2	49-7	.....	38-9	30-5	9-7	9-6	49-6	45-0	18.50	.....	22.00-26.00	39
17-4	16-5	17-0	9-0	9-2	72-9	19-8	27-2	37-6	44-1	48-0	.....	36-7	29-7	9-8	9-7	49-8	44-5	18.50	.....	.....	40
18-0	15-9	.....	8-1	9-5	88-8	18-3	.....	29-6	45-3	.....	.....	35-7	29-6	9-7	9-5	45-9	44-1	19.00	.....	23.00-27.00	41
17-7	16-0	16-8	8-1	9-0	65-1	19-4	27-2	34-3	43-3	47-2	.....	36-5	30-7	9-6	9-6	50-6	43-7	18.00	.....	22.00-26.00	42
18-0	15-9	16-8	9-0	9-5	53-7	20-0	26-3	28-1	44-4	49-0	24-5	37-3	30-8	9-7	9-5	49-7	44-4	19.85	.....	28.50-32.50	43
18-6	16-3	17-2	8-6	9-6	92-3	20-2	27-0	37-3	44-7	49-3	.....	37-1	32-0	9-8	9-8	48-0	43-9	22.00	.....	29.00-33.00	44
17-0	15-3	15-6	8-6	8-9	87-7	20-6	23-5	33-3	40-3	46-7	24-5	36-2	28-9	9-1	9-0	49-4	44-0	17.65	.....	33.50-37.50	45
17-0	15-3	15-6	8-3	9-1	78-8	20-3	.....	32-9	39-8	.....	23-2	34-6	28-9	9-2	9-3	45-3	44-3	17.60	.....	.....	46
17-1	15-8	16-5	8-5	8-0	68-7	20-2	.....	33-2	40-6	46-4	24-3	35-5	29-3	9-3	9-1	48-3	43-9	18.50	.....	26.00-30.00	47
17-3	15-7	.....	.....	8-8	62-1	20-6	.....	33-4	41-9	.....	.....	36-8	29-6	9-6	9-6	49-1	44-2	18.00	.....	22.50-26.50	48
20-1	17-5	17-6	10-6	9-7	48-7	20-5	20-9	39-2	49-9	.....	.....	41-6	30-3	10-3	10-1	50-4	43-1	.....	10.00	22.00-26.00	49
19-5	17-4	17-6	9-9	8-6	79-6	19-9	21-0	35-7	42-2	49-5	26-4	38-9	28-6	10-0	10-0	41-9	42-5	.....	15.30	27.50-31.50	50
20-4	16-8	18-0	9-9	8-8	78-9	20-3	25-0	39-0	43-6	.....	27-0	37-5	30-8	10-7	10-7	48-2	43-2	.....	12.35	23.50-27.50	52
20-3	17-4	18-0	10-1	10-3	63-6	22-7	.....	38-2	50-3	47-6	28-0	38-9	31-8	10-9	10-7	47-6	43-3	.....	12.60	20.00-24.00	52
20-5	17-0	18-0	9-7	9-2	95-3	19-9	21-8	31-1	38-7	27-8	25-8	37-7	29-9	10-8	10-9	49-1	43-8	.....	13.60	29.50-33.50	53
21-3	17-5	18-4	10-3	9-1	94-4	21-4	24-9	33-3	47-9	47-9	26-9	38-0	30-2	11-0	11-1	49-8	42-5	.....	12.40	23.00-27.00	54
20-7	15-9	17-4	9-9	9-8	78-5	20-6	24-7	31-9	49-7	51-4	25-3	35-6	30-2	10-1	10-5	46-7	42-7	.....	10.25	27.00-31.00	55
21-3	17-4	17-4	10-0	10-3	73-7	20-3	25-0	42-5	54-3	54-2	27-2	38-0	32-6	10-7	11-0	46-9	42-8	.....	.....	21.00-25.00	56
20-3	15-9	17-4	10-1	9-5	57-1	21-0	24-5	37-4	43-6	54-0	25-5	37-1	28-4	10-2	10-5	47-6	42-9	.....	7.60	26.00-30.00	57
20-8	16-1	16-9	9-4	8-9	88-0	19-6	.....	34-2	48-5	.....	27-0	35-6	30-4	10-4	10-8	48-0	42-8	.....	7.00	23.00-27.00	58
.....	16-4	.....	11-0	9-1	87-3	20-4	22-2	36-9	36-9	53-7	.....	36-7	27-3	9-9	10-3	45-3	43-1	.....	.....	17.50-21.50	59
19-5	16-2	17-3	10-0	8-0	78-4	19-2	18-6	31-1	34-4	53-7	.....	34-9	27-0	9-0	8-8	42-3	43-0	.....	15.45	20.50-24.50	60
20-5	17-1	20-0	.....	9-3	89-9	21-1	24-7	43-0	45-2	45-6	27-4	35-8	31-5	9-9	9-7	48-7	42-9	.....	17.25	20.00-24.00	61
21-5	17-0	18-4	.....	9-7	86-9	18-9	.....	33-7	54-3	57-7	27-5	35-7	32-7	10-0	9-8	45-6	43-6	.....	13-50	23.00-27.00	62
18-4	15-7	16-6	10-0	7-7	75-3	19-0	21-2	29-9	36-1	54-0	24-8	32-5	28-0	9-1	9-2	45-3	42-6	.....	15.45	26.00-30.00	63
19-1	16-2	17-5	10-0	8-9	80-8	19-4	22-0	29-6	36-9	51-4	26-3	34-2	26-7	9-9	9-7	48-6	44-1	.....	15.90	21.50-25.50	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA
(1926=100)

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	April 1947	May 1947	June 1947
All commodities.	64.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.9	103.6	108.7	122.9	125.3	127.8
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	110.6	111.4	111.8
II Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	109.0	59.4	74.6	92.1	107.9	114.5	124.5	128.0	129.6
III Fibres, Textiles and Textile Products.....	58.2	137.1	176.5	101.7	100.0	91.3	69.7	70.0	91.0	91.8	97.0	121.2	123.9	131.1
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	132.3	153.8	161.0	162.8
V Iron and Its Products.....	63.9	156.9	168.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	133.5	133.7	134.8
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	64.3	71.3	77.7	79.8	88.0	115.8	115.1	126.9
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	108.3	111.4	113.0
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	103.9	103.9	110.9
Classified according to purpose—														
I Consumers' Goods	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	110.8	112.5	116.8
A Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	115.1	118.1	119.5
B Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.0	91.1	76.0	77.2	92.2	94.6	96.8	107.9	108.7	114.1
II Producers' Goods	67.7	133.3	164.8	98.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	123.0	125.6	128.5
A Producers' Equipment.....	55.1	81.9	108.6	104.1	100.0	94.6	86.0	95.4	105.7	119.1	121.2	125.4	130.4	130.8
B Producers' Materials.....	69.1	139.0	171.0	98.2	100.0	96.3	60.5	67.6	81.1	98.7	104.0	123.4	125.1	128.2
III Building and Construction Materials.....	67.0	109.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	127.3	134.8	152.4	160.2	164.0
IV Manufacturers' Materials.....	69.5	143.1	177.3	95.8	100.0	95.9	57.5	63.9	76.6	93.8	98.8	118.5	119.2	122.1
Classified according to origin—														
I Farm														
A Field.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	108.4	108.8	110.4
B Animal.....	70.1	129.0	146.0	95.9	100.0	105.5	51.0	75.3	91.6	101.6	107.6	121.2	125.2	126.3
II Farm (Canadian).....	64.1	132.6	160.6	88.0	100.0	100.8	64.3	72.8	109.7	111.9	111.9	116.9	118.5	119.2
III Marine.....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.2	92.1	131.7	144.0	150.8	145.8	151.9
IV Forest.....	60.1	89.7	151.3	106.8	100.0	93.7	63.0	78.9	95.6	119.2	131.3	152.5	159.6	161.6
IV Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	103.8	114.2	115.8	118.8
A All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.5	125.6	128.1	129.3
B All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.0	93.0	70.2	75.3	88.3	94.0	98.8	111.8	113.4	115.6

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Whole-sale, Dominion of Statistics	Cost of Living (a)	Whole-sale, Bureau of Labor Statistics	Cost of Living (a)	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Whole-sale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	1925	889	1926	200	July 1914	July 1914	(a) 100	1910=1000	1935=1000	1936-1939=100	1936-1939=1000	180	1924-1930=1000
Base Period:	1925	1935-1939	1926	1926	1930	July 1914	July 1914	(a) 100	1910=1000	1935=1000	1936-1939=100	1936-1939=1000	180	1924-1930=1000
1913.....	64.0	(e) 79.1	69.8	70.7	.....	(a) 100	(g) 100	(a) 100	1125	814	.....	.....	748	628
1914.....	68.1	71.8	69.1	71.8	.....	100	100	100	1090	855	.....	.....	805	676
1915.....	70.4	80.7	69.5	72.6	.....	123	123	123	1204	885	.....	.....	882	724
1916.....	84.3	102.4	85.5	77.9	.....	146	146	146	1379	908	.....	.....	1024	786
1917.....	114.3	127.4	117.5	91.6	.....	203	176	203	1683	998	.....	.....	1225	850
1918.....	127.4	115.6	131.3	107.5	.....	215	215	215	1723	1094	.....	.....	1382	912
1919.....	134.0	120.5	138.6	123.8	.....	222	222	222	1864	1177	.....	.....	1530	1019
1920.....	155.9	145.4	154.4	143.0	.....	249	249	249	2612	1458	.....	.....	1423	1034
1921.....	110.0	129.9	97.6	127.7	.....	226	226	226	1805	1320	.....	.....	1194	952
1922.....	87.3	120.4	96.7	119.7	.....	183	183	183	1445	1101	.....	.....	1053	1010
1923.....	100.0	121.8	100.0	126.4	.....	172	172	172	1387	1063	.....	.....	984	1006
1924.....	86.4	120.6	96.7	122.6	.....	166	166	166	1308	1099	.....	.....	988	1004
1925.....	95.6	121.7	96.3	122.5	.....	164	164	164	1305	1066	.....	.....	963	981
1926.....	120.8	120.8	86.4	119.4	.....	187	187	187	1155	1041	.....	.....	904	705
1927.....	87.1	144.4	66.9	82.4	.....	140	91.0	111	1047	932	.....	.....	1036	961
1928.....	78.6	101.4	78.6	100.6	.....	107.1	107.1	137	1174	1000	.....	.....	1071	990
1929.....	82.9	104.6	78.6	99.4	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1930.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1931.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1932.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1933.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1934.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1935.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1936.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1937.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1938.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1939.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1940.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1941.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1942.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1943.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1944.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1945.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1946.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1947.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1948.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1949.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1950.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1951.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1952.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1953.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1954.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1955.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1956.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1957.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1958.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1959.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035
1960.....	82.9	104.6	78.6	100.6	.....	138	111.2	138	1143	999	.....	.....	1195	1035

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=100, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945. "Consumers Price Index for Moderate-Income Families in Large Cities".

food prices also continued to dominate the advance in city indexes although higher quotations were noted for items included in the clothing, fuel and lighting, and home furnishings and services sub-groups.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada, at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores, although these are included in the calculation of the index, since the movement of chain store prices agrees closely with the movement of independent store prices.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail price of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is included in Table I.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

Wholesale Prices, June, 1947

The general level of wholesale prices rose a further 2.5 points to 127.8 between May and June, 1947. All group changes were upward. Non-ferrous metals led with an increase of 11.8 points to 126.9 due to sharp increases in copper, lead, zinc and solder. Substantially higher prices for cotton thread, yarn and fabrics, as well as for raw wool and wool cloth advanced the textiles group 7.2 points to 131.1, while firmer quotations for quebracho extract, dynamite, white lead, iodine and soap overbalanced a drop in shellac to advance the chemicals group 7.0 points to 110.9. In the non-metallic series an increase of 1.6 points to 113.0 was due to stronger prices for bricks, United States bituminous and Welsh anthracite coal, while wood, wood products and paper moved up 1.8 to 162.8 supported by higher prices for pine, spruce, hemlock and hardwood lumber, and wrapping paper. Export prices of shingles were lower. Animal products advanced 1.6 points to 129.6, reflecting strength in live stock, raw furs, footwear and eggs, while a gain of 1.1 to 134.8 registered for iron and its products was due to upturns for cast iron pipe, wire nails and car axles. Vegetable products recorded the smallest advance, rising only 0.4 to 111.8. Firmer prices for rye,

potatoes, cocoanut oil, pepper and oranges overbalanced weakness for raw rubber and turpentine.

The monthly index of Canadian farm product prices at wholesale registered moderate strength in June, advancing 0.7 to 119.2 over

the May level. In the animal products section firmer prices for live stock, eggs and wool were responsible for a gain of 1.0 to 144.4, while higher quotations for rye and potatoes outweighed weakness in onions to move the field products series up 0.5 to 104.1.

Fatal Industrial Accidents in Canada During the Second Quarter of 1947

THERE were 316 industrial fatalities in the second quarter of 1947 according to the latest reports received by the Department of Labour. In the previous three months there were 303, including 16 in a supplementary list. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment, as well as fatalities from industrial diseases reported chiefly by the Provincial Workmen's Compensation Boards.

During the quarter under review, there were six industrial accidents which resulted in the deaths of three or more persons in each case. On April 24, twelve miners at Norrie, Quebec, were asphyxiated when a fire broke out in a shaft in which they were working. At Vancouver, British Columbia, the three crew members of a missing airplane were listed as dead on April 28. A storm which swamped their fishing boat in New London Harbour, Prince Edward Island, resulted in the drowning of four lobster fishermen on May 2. Three construction workers were killed near Courtenay, British Columbia, on May 29, when a logging truck collided with the car they were driving in. At Longueuil, Quebec, a pilot and three employees of a mining company lost their lives on June 1 when the plane in which they were travelling plunged into the St. Lawrence River. Twelve crew members of the freighter *Emperor* were drowned on June 4 when the steamer struck and sank at Canoe Rocks in Lake Superior.

The statistics on industrial fatalities are compiled from reports received from the Provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, and from LABOUR GAZETTE correspondents. Newspaper reports are also used to supplement these data.

Grouped by industries the largest number of fatalities, 58, was recorded in transportation. During the previous quarter 85 deaths occurred in this group. Of the total of 58

fatalities, 26 were in steam railways and 18 in water transportation. In the previous three months there were 33 industrial deaths in steam railways and 35 in water transportation.

Of the 56 fatalities in the mining group 42 were in metalliferous mining and 11 in coal mining. In the previous quarter 33 deaths were recorded in mining, 28 being in metalliferous mining.

In manufacturing 35 fatalities were recorded as compared to 57 in the first quarter of 1947. The manufacturing group included 14 deaths in iron, steel and products and 9 in saw and planing mill products.

The number of fatalities in logging was 39 and in agriculture 23, as compared with 49 and 12 respectively in the previous quarter. Fatalities recorded in trade numbered 9 and in service, 28.

In the construction group, 38 fatalities were recorded of which 29 were in buildings and structures. In the previous quarter 25 deaths occurred in this group, 16 of which were in the construction of buildings and structures.

Moving trains, watercraft and other vehicles caused 123 fatal industrial accidents during the quarter. This was the most important cause of fatalities in the period (Table II). In the previous quarter 99 industrial deaths were classified in this group.

Dangerous substances caused 45 deaths, and falling objects, 34. Industrial diseases, infection and other causes resulted in 64 fatalities while falls of persons caused 40 deaths.

The greatest number of fatalities was recorded in Ontario with 138 (Table I). In the previous quarter 127 occurred in Ontario. In British Columbia 69 fatal industrial accidents were recorded and in Quebec, 32. Comparative figures for the preceding quarter were 62 for British Columbia and 47 for Quebec.

The largest number of fatalities occurred in June with 118. In April 101 were recorded and in May, 97.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE SECOND QUARTER OF 1947 BY INDUSTRIES

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....				2	10		5	5	1		23
Logging.....		2	2		10	1			23		39
Fishing and Trapping.....	5	7							5		17
Mining, Non-ferrous, Smelting and Quarrying.....		1		13	22		1	10	9		56
Manufacturing.....		1	3	3	17	1		2	8		35
Construction.....		2	3	3	15		2	6	7		38
Electricity, Gas, and Water Production and Supply.....		1		2	7						10
Transportation and Public Utilities.....			6	6	33	2	1	2	8		58
Trade.....			1	1	1			2	4		9
Finance.....					3						3
Service.....				2	20	3			3		28
Unclassified.....											
Total.....	5	14	14	32	138	7	9	28	69		316

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1947 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....					3								3
Working machines.....	2				5	2							10
Hoisting apparatus (elevators, conveyors, etc.).....					1	1				1	1		4
Dangerous substances (steam, electricity, flames, explosions, etc.).....	3	2	2	13	3	8	6	2	2	1	3		45
Striking against or being struck by objects.....		2			1			2	1		1		7
Falling objects.....	1	17		8	3	3		1	1				34
Handling of objects.....						1							1
Tools.....	1												1
Moving trains, vehicles, watercraft, etc.....	12	10	9	15	6	11		47	3		10		123
Animals.....	2												2
Falls of persons.....		5	6	1	6	9	3	5	1		4		40
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	2	3		19	7	3	1	1	1	1	8		46
Total.....	23	39	17	56	35	38	10	58	9	3	28		316

THE LABOUR GAZETTE

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Notes of Current Interest

Labour Day Message of Minister of Labour

The Honourable Humphrey Mitchell, Minister of Labour, issued the following message on Labour Day, 1947:—

"On the occasion of Labour Day, 1947, two years after the end of the world's greatest war, I want to extend greeting to all the workers of Canada and to wish them well in the future.

"As we regard the situation elsewhere at this time, I think we can all be very thankful for the rate of Canada's recovery from the effects of the last war. We have moved through the transitional period in a way that is reason for general satisfaction. It is true that we have not yet caught up with shortages in many lines, but I think we have done well and that our national economy rests on a sound basis, giving us much hope for the future.

"We have enjoyed high employment, especially during the past year. The income of workers by way of wages and salaries has reached a new record total. There has been a steady absorption of workers in our most productive activities and, in fact, there has been a shortage which we have partially met by bringing persons from Europe. That is most true in regard to lumber camps and agriculture.

"One of the notable features about the present day situation is the greater measure of industrial peace which exists throughout Canada. That, of course, is a prime requisite in taking advantage of our stability to pro-

ceed to increased prosperity. There are one or two spots where labour and management are in disagreement, but, taking the picture of the country as a whole, I think we have cause to be pleased with the harmony that prevails. It is a tribute to the common sense of both the workers and management.

"International warfare, such as we had between 1914 and 1918 and 1939 and 1945, is, of course, wholly destructive to life and property and to our national well-being. Industrial warfare is much the same: it destroys the good feeling that should exist between workers and management; for its duration there is an end to production and, of course, the loss of wages and salaries. One never catches up with lost income and lost production; it is difficult to heal the wounds of rancour.

"It is true that many years ago there had to be all-out struggles between the workers and some employers to secure the gains to which the workers felt they were entitled. We have not yet reached the millennium and never will, humans being what we are, but there now is a greater realization that everything that is reasonable can be obtained by reasonable means.

"It has been my great pleasure in the past year often to meet with the leaders and members of all our labour unions. I have been impressed by the strength of these organizations and by the intelligent and effective steps through which they seek to bring benefits to all workers. On the other side, of course, we have strong and active.

associations of employers. The main fact to consider, however, is that all who belong to labour unions and employer associations in Canada are Canadians, and that deep in their hearts what they desire is to see Canada prosper and thus to assure prosperity to themselves. The combined strength of our labour unions is now at a level that indicates to all the importance of the movement to our country as a whole. The future of Canada indeed rests very heavily on our labour unions. I know that that responsibility is fully appreciated.

"There is a thought I would like to express and it is one of congratulation to the labour movement for the co-operation which has been shown in connection with the help extended to displaced persons in Europe. Understanding the pitiable condition of the hundred of thousands of helpless men and women in Europe, the workers of Canada have displayed a spirit of sympathy and practical help with regard to the absorption of many of these unfortunates into our life.

"On this Labour Day of 1947 there will be throughout Canada hundreds of celebrations; it is labour's traditional day. The keynote can certainly be one of rejoicing for what has been gained in the past and what is hoped for in the future."

Labour Day messages by labour leaders

Leaders of Canada's labour organizations in Labour Day Messages made reference to the progress that has been made by organized labour and its present role in the economic and social life of the country.

Mr. Percy Bengough, President of the Trades and Labour Congress of Canada pointed out that Labour Day had become "a kind of stock taking day for labour, when we check up on our past woes and wins and rededicate ourselves to bringing into effect, by legal processes, further improvements in the living and social standards of workers. . . ." He asserted that "unquestionably the conditions of labour and people generally have improved in Canada . . ." and he paid tribute to the efforts and achievements of "many good men and women" who have in the past, "gone down the road we are travelling over to-day." "Organized labour," he said, "is proud of its heritage and proud to be citizens of this great and democratic country. . . . We celebrate the past and dedicate ourselves to the future."

Mr. Bengough declared that workers seek more wages, in order that the standards of living of themselves and their families may be maintained in the face of rising com-

modity prices. He asserted that "the well-being of Canada requires that its citizens have a buying power in balance with their productive ability. . . . We again repeat," he said, "that every citizen of Canada, able and willing to work, is entitled to employment at a rate of wages or salary that will provide a good home and comfort to himself and his family and that the fear of want and insecurity must be eliminated for the whole of their lives." To that end organized labour wanted "an all-embracing system of health insurance that will provide efficient treatment during illness and a real old-age pension in balance with Canadian standards of living." These objectives "would be sought through the medium of our democratic institutions and are worthy of the support of all citizens," he said. In conclusion, he asserted that labour conceded to capital "a fair return on its investment, but we do insist on a fairer distribution of the good things of life to all those . . . that have invested themselves and their lives into the production of agriculture and industry."

Mr. A. R. Mosher, President of the Canadian Congress of Labour referred to the present unsettled world conditions, declaring that "everywhere one is faced with problems, political, economic and social in both domestic and the international spheres." He continued, "it is no easy task to be a citizen of the world in these unhappy days, but the best way to begin is to be as good a citizen of Canada as possible, and to increase Canada's ability to raise her own standards of living, while at the same time contributing to the utmost extent to the welfare of the other nations."

Mr. Mosher contrasted the extensive labour unrest that existed a year ago, with the more favourable conditions at present. He asserted that employers are now "more ready to recognize that even those workers who obtained increases (in wages) last year have had them nullified by the rapid increases in the cost of living which followed the removal of controls and subsidies." This attitude of employers was gratifying not only to the labour movement, "but to all those who understand the desirability and necessity of establishing a sound basis of industrial harmony and co-operation and thus building the economic and social structure of the Dominion upon enduring foundations."

He asserted, however, that "strangely enough this greatly improved attitude on the part of employers is being offset to some extent by the reactionary attitude of certain provincial governments, and it is possible that any trouble which may arise in the

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1947			1946		
	August	July	June	August	July	June
Employment—						
Index ¹			184.5	172.8	173.6	169.9
Labour force.....000			4,912			4,828
No. employed.....000			4,821			4,702
No. employed, paid workers.....000						3,154
Unemployment—						
No. unemployed (labour force survey).....000			91			126
Unplaced applicants.....No.	98,902	114,528	127,529	160,552	178,904	210,751
Unfilled vacancies.....No.	90,034	95,252	102,461	106,396	120,819	115,277
Unemployment insurance claims.....No.		47,817	59,410	68,535	82,382	98,810
Unemployment in trade unions.....%		0.8			1.3	
Earnings and Hours—						
Index aggregate weekly payrolls ²		173.3	168.5	143.1	141.9	136.6
Per capita weekly earnings.....\$		36.13	36.00	32.64	32.25	31.68
Average hourly earnings.....Cents		80.8	79.9	70.0	70.0	69.1
Average hours worked per week.....		42.1	42.9	43.0	42.4	42.0
Prices—						
Wholesale index ¹		129.1	127.8	109.3	109.7	109.3
Cost of living index ³	136.6	135.9	134.9	125.6	125.1	123.6
Industrial Production⁴.....		171.6	176.2	149.7	153.5	156.4
Mineral production ⁴		114.3	115.0	95.5	98.5	100.5
Manufacturing ⁴		180.3	184.4	157.8	161.7	165.4
Electric power ⁴		184.4	180.9	164.3	168.2	164.5
Retail sales, unadjusted.....		217.1	232.9	215.0	195.7	216.5
Retail sales, adjusted ⁵		236.1	235.3	220.8	212.4	210.5
Wholesale sales.....		274.5	268.3	260.2	249.3	241.5
Production—						
Electric power.....000 k.w.h.		3,750,881	3,755,862	3,439,934	3,422,826	3,415,306
Construction contracts awarded.....\$000		72,515	75,541	50,414	67,673	66,402
Pig iron.....tons		157,153	159,826	46,494	66,472	129,890
Steel ingots and castings.....tons		232,341	238,297	88,729	135,914	214,861
Inspected slaughterings, cattle.....No.		108,234	80,905	166,550	123,771	103,666
Hogs.....		300,326	330,626	217,912	256,802	280,132
Flour production.....000 bbl.		2,265	2,497	2,159	2,164	2,184
Newsprint.....tons		379,731	355,606	370,676	357,027	334,207
Cement, producers' shipments.....000 bbl.		1,252	1,277	1,231	1,352	1,450
Automobiles and trucks.....No.		*21,907	*21,137	12,293	17,221	15,585
Timber scaled in B.C.....000 F.B.M.				330,675	256,577	104,438
Gold.....oz.		261,397	269,098	231,200	239,554	234,383
Copper.....000 lb.		39,450	39,453	29,947	31,009	30,886
Lead.....000 lb.		28,103	28,696	30,094	31,660	30,928
Nickel.....000 lb.		19,579	19,669	15,437	16,241	15,189
Zinc.....000 lb.		36,055	35,814	39,163	39,551	39,262
Coal.....000 tons		1,200	1,122	1,346	1,153	1,259
Distribution—						
Trade, external, excluding gold.....\$000		466,400	507,400	409,218	352,878	326,430
Imports, excluding gold.....\$000		226,800	231,100	163,224	161,615	157,658
Exports, excluding gold.....\$000		236,600	272,700	242,685	188,706	166,697
Railways—						
Car loadings, revenue freight ⁵.....Cars	304,550	304,144	317,767	289,950	269,213	280,130
Banking and Finance—						
Common stocks, index ³	105.5	107.4	105.3	116.9	119.1	123.3
Preferred stocks, index ³		155.4	155.8	157.9	157.5	161.6
Bond yields, Dominion, index ³	83.9	83.8	84.3	85.0	85.1	84.9
Cheques cashed, individual accounts.....\$000		6,123,898	5,975,359	4,866,540	5,546,863	5,609,420
Bank loans, current, public.....\$000		1,715,050	1,667,303	1,209,705	1,190,154	1,147,716
Money Supply.....\$000		7,430,239	7,397,000	7,120,600	7,097,300	6,974,600
Circulating media in hands of public.....\$000		1,072,109	1,085,398	1,079,800	1,051,200	1,075,000
Deposits, notice.....\$000		3,689,470	3,643,755	3,465,700	3,410,900	3,363,500
Deposits, demand.....\$000		1,125,613	2,185,833	2,148,200	2,197,100	2,150,300
Other.....\$000		542,777	482,034	426,900	438,200	385,900

¹ Base 1926=100. ² Base, June, 1941=100. ³ Base, 1935-1939=100. ⁴ Revised for the years 1935 to present and available in the *Monthly Review of Business Statistics* for May, 1947. ⁵ Figures are for four-week periods.

*Factory shipments.

immediate future will be due more to unfair legislation than to unfair treatment by employers."

In spite of the problems of the day, Mr. Mosher felt that "the outlook for Canada is fairly encouraging." He asserted that organized labour had maintained its strength and prestige in the post-war period and is "developing into a national institution with a full appreciation of its rights and responsibilities."

Mr. Gerard Picard, General President of the Canadian and Catholic Confederation of Labour, said it was important for the public to realize that organized labour, taken as a whole, did not by any means have the revolutionary character that was attributed to it in certain quarters. "There are not twenty-five important industrial disputes in Canada a year, and scarcely half a dozen in the Province of Quebec."

Mr. Picard said that in Quebec collective bargaining had given birth to about 100 orders under the Collective Agreement Act; about 500 collective agreements under the Labour Relations Act and the Public Service Employees Disputes Act; and about 500 contracts under the Professional Syndicates Act. Approximately 300,000 employees, male and female, were at present subject to these orders, agreements and contracts.

Referring again to the small number of important strikes, Mr. Picard said that these were, however, given more sustained and unfavourable publicity than lockouts, bad legislation, or the unjustified interventions of provincial police.

Stating that the Canadian Criminal Code and the Quebec Civil Code were out of date and not adequate in the face of modern social problems, Mr. Picard said that a true Labour Code was needed in the province, which would be complete and would deal not only with the regulating of collective bargaining but also with the legal existence of trade unions, collective agreements and orders, union security, the public service, industrial security, conciliation, arbitration, labour tribunals, minimum standards of wages and hours, industrial accidents, social security, strikes, picketing, protective measures, employers' associations, and other matters.

Employment and industrial statistics

The accompanying table contains the latest available statistics reflecting industrial conditions in Canada.

Figures are shown for certain months in the current year as compared with the corresponding period in 1946.

Business activity continued at a high level in July, according to available statistics. Em-

ployment was the highest ever recorded during the month of July. Per capita weekly earnings reflecting increases in wages and high employment, continued to rise.

Employment and Earnings—The index of industrial employment, calculated by the Dominion Bureau of Statistics, stood at 189.0 at July 1 as compared with 184.5 in the preceding month and 173.6 at July 1, 1946, at which time the situation was greatly affected by industrial disputes. The latest index is the highest for any July in the record. The increase in employment, as compared with the war years, is due largely to improvement in the non-manufacturing industries. A comparison with the pre-war years indicates that the increase in employment is largely a result of greater activity in both manufacturing and non-manufacturing industries.

A pronounced increase in employment was reported in manufacturing at July 1 as compared with the previous month, notably in food processing, lumber, pulp and paper and iron and steel plants. In the non-manufacturing group, there were large seasonal gains in mining, communications, transportation, construction and maintenance, hotels and restaurants and in retail and wholesale trade. Only in logging was there a moderate seasonal decline. In mining, the substantial increase resulted largely from the resumption of operations on a more normal scale following the settlement of the coal strike in Nova Scotia and New Brunswick.

Reports from 17,760 employers showed combined staffs 1,946,032 persons, an increase of 46,494 from the total reported at June 1. The pronounced advance in industrial employment at July 1 as compared with the previous month was accompanied by a relatively greater rise in weekly wages and salaries. Payrolls distributed by the reporting firms at the beginning of July rose to \$70,317,314, from \$68,375,865 reported at June 1. The greater percentage increase in the payrolls as compared with that in personnel was partly due to the payment of higher wage-rates in certain industries, but the settlement of the Maritime coal strike was also a factor. The weekly average per employee at the date under review was \$36.13; at June 1, the figure was \$36. Per capita figures at July 1 in earlier years were: 1946, \$32.25; 1945, \$32.32; 1944, \$31.72; 1943, \$30.97; 1942, \$28.49 and 1941, \$25.49. Since the beginning of the monthly record of payrolls at June 1, 1941, there has been an increase of 43.1 per cent in average weekly earnings.

Prices—The general index of wholesale prices, based on the 1926 average as 100, was 129.1 in July as compared with 127.8 in June and 109.5 in July, 1946. Six of the component sub-groups showed increases while two declined slightly. The index of vegetable products advanced 1.7 points from 111.8 in June to 113.5 in July while the index of animal products declined 0.2 points, from 129.6 to 129.4 in the same period. Increased prices for maple lumber, cedar shingles and wood pulp were reflected in the index of wood products which rose to 165.0 in July from 162.8 in June. The index of textile products increased 1.1 points from 131.1 to 132.2. Increased wholesale prices were noted for rayon fabrics, woollen cloth and sisal rope while a decrease was shown for cotton thread. The indexes of non-ferrous metals and of non-metallic minerals rose from 126.9 to 131.1 and 113.0 to 114.4 respectively. In the non-metallic mineral group coal tar, glass, fuel oil, sand, gravel and crushed stone showed increases. Among the non-ferrous metals, the price of silver decreased while the wholesale prices of aluminium sheet, copper, lead ingots and pipe showed advances. The index of iron products rose slightly from 134.8 to 135.0 while the index of chemical products moved from 110.9 to 110.8. The index of producers' goods rose from 128.5 in June to 129.4 in July while the index of consumers' goods advanced from 116.5 to 117.5. The index of Canadian farm products showed an increase of 0.9 points, from 119.2 to 120.1.

The cost-of-living index, based on average prices for the years 1935 to 1939 as 100, advanced 0.7 points to 136.6 on August 1 from 135.9 on July 2. At August 1, the index was 9.6 points higher than at the beginning of the year, and 11 points higher than on the corresponding date last year.

The advance over July 2 was led by a rise of 2.3 points to 145.5 for clothing. In this group increases in men's clothing predominated, followed by upturns in footwear, women's wear and piece-goods. Fuel and lighting increased 1.3 points to 118.6 as a result of scattered increases in the prices of coal and coke. Home furnishings and services moved up 1.2 points to 143.7, reflecting higher prices for cleaning supplies and furniture. A gain of 0.8 points to 160.6 for foods was one of the smallest in several months. The remaining two groups were unchanged: rentals at 117.8, and miscellaneous items at 117.2. The advance in the general index since August, 1939, was 35.5 per cent.

Employment of woods workers and domestics from displaced persons' camps Late in July 725 woods workers arrived in Canada from displaced persons' camps in Germany, and were despatched by special train to woods operations in Northern Ontario.

The men, who volunteered to come to Canada to help meet the shortage of woods workers, are being housed in existing woods camps which are inspected to insure that living conditions are satisfactory. They are receiving the going wages and are employed under the same general conditions as regular Canadian woodsmen.

Early reports from the woods industry and Department of Labour officials indicate that the men are generally making an excellent impression, are pleased with their employment and their surroundings, and are enthusiastic about their new life in Canada.

Regular Canadian woodsmen in the camps where the new workers are employed state that they are quite happy to welcome these men. They feel they will adjust themselves quickly to Canadian conditions.

Of the men 328 are from displaced persons camps in the British occupied zone of Germany, and the remainder from similar camps in the United States zone. Before selection, all applicants were assembled at central points in each of these zones where the Canadian Selection Team consisting of Immigration and Labour officials assisted by representatives of the woods industry interviewed each of them individually.

The largest single group consists of men from the Baltic countries. There is also a considerable number of Poles with smaller numbers from numerous other countries. Their ages range from 19 to 41, with most of them under 35.

The men constitute the first contingent of close to 3,000 workers from the same source who were expected to arrive in Canada by mid-September.

A further movement of displaced persons from European camps to Canada, sponsored by the Department of Labour and the Immigration Branch of the Department of Mines and Resources, consists of 1,000 women for domestic work.

Selection teams, made up of women officials of the two Departments, sailed for Europe in August. If the movement proves satisfactory, further movements of women as domestics from the camps will be carried out. Out of the first 1,000 it is hoped to relieve the acute shortage of housekeeping help in hospitals and

service establishments. In future movements of women, attention will be given to the general need for household workers throughout the country.

**Closing of
Japanese
Placement Hostel
at Moose Jaw**

On August 15, 1947, the Department of Labour issued the following statement in regard to the closing of the Japanese placement hostel at Moose

Jaw, Saskatchewan:—

"Hon. Humphrey Mitchell, Minister of Labour, announces the closing on August 13 of the Japanese placement hostel at Moose Jaw, Sask. The Department of Labour feels that the public might wish to know something of the background to this action.

"During 1942, when the Department was carrying out the Government's policy of evacuating 21,000 people of Japanese origin from the Pacific coast protected areas due to the war emergency, certain individuals, mostly born in Japan, were interned either upon suspicion of subversive activities or because of refusal to co-operate in the evacuation. This group totalled nearly 800 and were interned at Angler, Northern Ontario.

"From 1943 through 1946 the large majority of these were screened by the Royal Canadian Mounted Police and were released individually for placement by the Department in various types of essential employment, where they have worked quietly and industriously. They have nearly all become re-established with their families in new environments.

"In 1946, another 150 to 200 internees decided to repatriate of their own free will to Japan, and were given the same free transportation and allowances to assist them on their way as were provided to other repatriating Japanese from Canada.

"The residual group of approximately 100 ex-internees were reunited in the summer of 1946 with their families at the Moose Jaw hostel. They were the unco-operative core of the former interned group who took the position they must be returned to Japan by force.

"It was felt that by reuniting them with their families and mingling them with the other Japanese from British Columbia in the placement hostel, they would regain a sense of reality and decide to resume normal life. During the last twelve months this has developed, and all but about 35 of the former internees have moved out to ordinary employment with the assistance of the Department.

"This last small group with relatives under their influence, totalling 60, are all employ-

able men who have persistently refused numerous offers of suitable employment with accommodation on the prairies or in eastern Canada, as well as transportation and relocation allowances offered by the Department. They are unwilling to make any effort to support themselves or re-establish themselves in normal life.

"The Department has therefore in the interests of economy closed the messing facilities at the Moose Jaw hostel. This group of 60 will be allowed to remain for the time being in the living quarters at the hostel but will have to obtain and cook their own food. The Departmental placement officers will, however, continue to provide assistance to those individuals or families who change their minds and accept employment offers or who decide to go back to Japan on the next voluntary repatriation ship."

**Staff training
program in
Dominion
Civil Service**

Some 13,000 civil servants in sixteen Government departments have been given instruction in various phases of the Dominion Government's staff training program since

its inception in 1944. Most of the subjects covered in the program are presented by the conference method, whereby a conference leader gives instruction to a group of eight to twelve employees.

For new employees an induction training program has been developed for the purpose of acquainting them with the organization of which they are a part. A refresher course covering stenography, typewriting and English has been introduced in several departments. Courses in public relations, public administration, filing and correspondence are being developed, while a special course for office boys and girls is under consideration.

The series of courses in supervisory training, which have proved their usefulness in industry and which have been sponsored by Canadian Vocational Training (L.G., 1945, p. 1755), have been offered in a number of departments. These courses include training in the technique of instruction, the improvement of working methods, accident prevention and job relations.

To help trainees retain the material presented in the courses, "refresher" pamphlets are to be distributed. Visual instruction is given through the use of a film library.

The courses, which were first offered by the Department of Labour, are now under the direction of the Staff Training Branch of the Civil Service Commission. They are given during working hours.

**Minutes of early
labour meetings
presented to
Department of
Labour**

The early days of the trade union movement in Canada were recalled recently when Mr. J. W. Buckley, acting secretary of the Trades and Labour Congress of Canada presented a bound copy of the minutes of the first meetings of the Toronto District Trades and Labour Council, 1871 to 1887, to Hon. Humphrey Mitchell, Minister of Labour, for the Labour Department library.

Accompanying Mr. Buckley were Mr. Percy R. Bengough, President, Trades and Labour Congress of Canada, and Mr. Arthur E. Hemming, associate Secretary-Treasurer of the Congress.

The records of the initial meetings of the first central labour body in Canada offer a wealth of material to the student of trade unionism and the advance of industrial relations. One of the most interesting facts contained in the book is a record of the first Labour Day Demonstration on the North American continent—April 15, 1872, in Toronto.

In making the presentation, Mr. Buckley pointed out that the original minutes were lost to the Toronto District Labour Council in 1887 and were not recovered again until 1938, 50 years later.

**Distribution of
labour films
by National
Film Board**

During the war years showings of films of labour and industrial interest were organized by the National Film Board through the trade union and industrial circuits. Designed to help morale, to give training in production operations and in accident prevention, and to provide information on a variety of topics, the films reached a monthly audience of about 100,000 workers.

With the ending of these circuits, the Film Board has developed arrangements by which industrial, labour and community groups make their own arrangements for obtaining and using appropriate films. Films produced for federal government departments are deposited in film libraries from which they are made available to such groups. Special attention has been given to forming industrial film councils, in which the industrial firms in a given area co-operate in providing their own film facilities. This movement is under way in most parts of Canada, with the assistance of regional officers of the Film Board.

Trade union circuits are being replaced by the trade union film council plan. During the coming season films of interest to trade unions

will continue to be placed in local film libraries and brought to the attention of labour organizations. Such films are selected by the National Labour Union Film Committee, which includes representatives of the two Congresses and the Workers' Educational Association.

Among the labour films recently released are the "Accidents Don't Happen" series, "Operation Employment," "Building for Tomorrow," "Workers on the Land" and "ILO."

**Agreement
reached in
Great Lakes
shipping dispute**

On August 22, the Minister of Labour announced the finalization of an agreement between the Canadian Seamen's Union (TLC) and three Great Lakes Shipping Companies on the issue of "shore delegate" passes for members of the Union.

The agreement was achieved partly on recommendations of Mr. Leonard W. Brockington, K.C., appointed on July 20, as an Industrial Disputes Inquiry Commission to investigate the situation and attempt to negotiate an agreement, and partly as a result of conversations held between the Minister and his Deputy and representatives of the Union and the Canadian Steamship Lines, Limited, the Sarnia Steamship Limited, and the Colonial Steamship Company Limited.

Terms provided that passes to board company vessels would be made available upon receipt by the Companies of a duly certified form of application, and signed documents waiving the right of the agent to sue for damages due to injuries sustained aboard its vessels; and assuring that the agent was a Canadian citizen, was neither a Communist nor a communist agent, and that he agreed not to engage in any political activity aboard ship.

A fuller account appears in the *Industrial Disputes and Conciliation* Section of this issue (p. 1274).

**Trade union
ruled legal
entity in B.C.**

The decision that a trade union, which comes within the British Columbia Industrial Conciliation and Arbitration Act, is a legal entity which may be prosecuted as such, was given by Mr. Justice Macfarlane of the B.C. Supreme Court on July 22 and confirmed on August 12 by the Court of Appeal. A summary of the former's judgment appears in the *Labour Law* section of this issue and that of the Appeal Court will appear next month.

Ottawa Labour Association celebrates fiftieth anniversary Ottawa Allied Trades and Labour Association celebrated its golden jubilee early in August. The climax to the observance was a dinner-dance at which the Hon. Humphrey Mitchell, Minister of Labour, Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, Mr. Nelson Cruikshank, Director of Social Insurance Activities, American Federation of Labour, Mayor Stanley Lewis of Ottawa, and Mayor Raymond Brunet of Hull, were guests of honour.

Hon. Humphrey Mitchell declared that in the past 50 years the Association had "learned the virtue of patience and persistence and that reforms cannot come over night." He continued, "I am in a position to know how substantially your Association has contributed to the stabilization of industrial relations during the war and since in the city of Ottawa, a contribution which I heartily commend."

In a brief review of the history of the Ottawa Association, Mr. Bengough paid a tribute to the services rendered to organized labour by the Ottawa Association, referring specifically to the "lifetime of service" rendered by the late "Paddy" Draper, who had been a member of the Ottawa Association, and for many years was Secretary-Treasurer and later President of the Trades and Labour Congress of Canada. But while celebrating "a glorious past," Mr. Bengough urged trade unionists to "continue the work of our predecessors . . . towards a system of life that will guarantee to every citizen, an adequate income sufficient to provide a good home and comfortable living for himself and his family; that will free all from fear of want . . . with efficient treatment during illness and full protection in old age".

Mr. Cruikshank brought fraternal greetings from President William Green of the A.F.L. He drew attention to the dangers inherent in policies promoted by both the "left wing" and the "right wing" and urged that "if the leaders of the world would listen to, and be guided by the aspirations of the common man, real peace and security would come to us all."

Liability of young workers to machine accidents The greater liability of juvenile workers to accidents is emphasized in a recent statement by the United States Department of Labour which was based on a survey of manufacturing industries in 1945.

The industries included iron and steel, textiles, paper and allied products, food products, leather goods, chemical products and many others. Office, clerical and sales workers were included as well as those employed in production, maintenance and transport.

For workers under 18 the rate of disabling injuries, that is those causing disability for more than the day of the accident, was found to be one and a half times as great as among those over 18, and the rate of accidents causing permanent disability was almost twice as great.

It is generally agreed that young workers are more liable to machine accidents if they are permitted to work about machinery. The result is permanent disabilities. In Illinois, which maintains records of workmen's compensation cases by ages, it was reported in March, 1946, that not only were two-thirds of the accidents to workers under 18 in manufacturing industries but that one-third of them were machinery accidents, chiefly on power-driven machinery.

The greater liability of juveniles to accidents, particularly machine accidents, and the need for the regulation of employment in hazardous operations has also been emphasized repeatedly by the Chief Inspector of Factories in Great Britain in his annual Report.

United States Government prosecutes firms for price conspiracies An investigation, engendered by the continuing high level of prices in the United States, has been launched into price fixing practices by the United States Department of Justice. In announcing the investigation, Attorney General Tom C. Clark stated that it had as its object the criminal prosecution of those conspiring to increase prices.

The Attorney General said that his Department would press for the imposition of jail sentences for individuals convicted and maximum fines against convicted corporations. He emphasized that although the criminal provisions of the nation's anti-trust laws had, in the past, been invoked, failure, except in a few cases, to impose penal sentences had rendered enforcement relatively ineffectual. This fact, plus soaring prices in the food, clothing and housing fields, indicated the need for a new and more vigorous approach, he stated.

The statement noted that, in the state of the union message in January, "President Truman pointed out to the Congress that, despite half a century of anti-trust law enforcement, one of the gravest threats to our welfare lay in the

increasing concentration of power in the hands of a small number of giant organizations, and that today we find that to a greater extent than ever before whole industries are dominated by one or a few large organizations which can restrict production in the interest of higher profits and thus reduce employment and purchasing power.

"In his recent midyear economic report, the President warned that prices, to support a prosperous economy, must be kept down to the lowest point compatible with costs and reasonable business incentives and that a free enterprise system cannot tolerate collusion in price, in curtailment of output, or in restriction of capacity expansion, or the hampering of the entry of new firms into the business life of the community.

"The anti-trust program for this year will be aimed at these vital problems.

"In addition to the new program the division will continue its present activities aimed at breaking up monopoly power in various industries."

Complaints by the Department of Justice laid against alleged monopolies up to the end of August named many of the major producers of steel, rubber tires and tubes, oil, moving pictures and real estate organizations.

Discharge provided for in incentive scheme

Business Week of August 16 reports the establishment of an incentive system providing for discharge in the event that normal work standards are not met, as well as benefits for more efficient production.

Concluded between the Air Conditioning Institute, representing 22 Detroit companies and the AFL Sheet Metal Workers Local 281, the incentive plan affects some 1,500 workers installing galvanized ducts in houses for gas, oil or coal heating plants.

The article states that in "figuring the amount of incentive pay, the institute and union have agreed on \$54 as the cost of installing ducts in an average 6-room house. If a worker can install the duct for less than \$54, he is entitled to share from 50 per cent to 75 per cent of the difference. The union figures that a worker can add as much as \$15 a week to his paycheck under the plan. And the institute feels that both it and the consumer benefit through the maintenance of price levels. Where a worker cannot install the duct for \$54 or less the institute may seek his discharge on the basis that he is either indolent or not sufficiently skilled.

"Whether the negative incentive can have any practical effect remains to be seen. In those few instances where it has been licensed in a labour agreement it has rarely been utilized."

Britain and France conclude agreement on recruitment of displaced persons

In order to facilitate the recruitment of displaced persons of non-German origin, Britain and France have agreed to arrangements whereby the necessary facilities for such recruitment in their occupied zones of Austria and Germany are to be made mutually available. This entails the use of both nations' assembly and selection centres, free access to all camps in the respective zones, free supply of necessary petrol and oil and provision of information and documents concerning displaced persons.

Displaced persons admitted to work in France or the U.K. are to receive the same pay as French or British workers, enjoy the same rights as aliens in general, and may bring in their own property with due regard to available transport.

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For a period of 18 months after each displaced person enters France or the U.K., he may be deported if found unemployable or undesirable (having cancelled his contract without good reason, shown himself unsuitable, or if he constitutes a danger to security or public order).

Stateless displaced persons are to receive the protection of the Intergovernmental Committee for Refugees.

The extent of recruitment envisaged during the first two-month period of the agreement, concluded on June 10, 1947, was expected to amount to some 24,000 workers.

Forty-hour week in New South Wales

A statutory 40-hour week came into effect in New South Wales on July 1. The Act applies to all industries, except coal mining

and those covered by awards made either under the New South Wales Industrial Arbitration Act or the Commonwealth Industrial Conciliation and Arbitration Act, and except domestic servants, fire-brigades and certain classes of employees in rural industries.

Some flexibility in the daily and weekly hours-limits was provided for by a stipulation that the number of ordinary working hours shall not exceed eight in any consecutive 24 hours, or 40 in a week, or 80 in 14 consecutive

days, or 120 in 21 consecutive days, or 160 in 28 days. In the public interest longer hours may be permitted by the New South Wales Industrial Commission and by Conciliation Committees and, for health reasons, the hours may be shortened. The same amount of wages is to be paid for the 40-hour week as for the 44-hour week.

A new provision permits shorter hours than the normal statutory number to be fixed by an agreement or by an award which is made by consent. Previously, such awards or agreements could not be validly made; only the Industrial Commission could permit reduction below standard hours. This provision, however, is subject to appeal by the Crown for an order to suspend, vary or rescind such award or agreement.

Mediation machinery established in Italian plants A scheme to provide all Italian factories with mediation machinery has been agreed to by the Italian General Confederation of Industry and the General Confederation of Labour, according to a recent article in the *New York Times*.

The agreement provides for the compulsory creation of factory commissions in Italian industrial concerns employing more than twenty-five workers. In smaller places there will be a single delegate elected by the workers.

The commissions and delegates will not have a voice in running the plants but will co-operate with management in the solution of all labour problems. They will watch the application of labour contracts, and will intervene to settle all collective or individual labour controversies.

If any concern finds it necessary to reduce its staff, the commission or delegate will assist the management in drawing up a list of workers to be dismissed. It is hoped that they will be buffers between management and the workers, contributing toward softening all controversies.

"The members of the factory commissions will be elected by the workers," the article states. During their term of office and for one year afterward they and the workers' delegates

may not be dismissed or transferred without the consent of the workers and the industrialists' organization.

One article of the agreement states that the activities of factory commissions and workers' delegates must not hinder production.

Musical instruction of hospitalized veterans

Musical instruction as an aid in the rehabilitation of hospitalized veterans, commenced in a modest way by a New York Red Cross worker in the fall of 1945, is to be provided for patients in several veterans' hospitals throughout the State.

A report in a recent issue of the *New York Times* asserts that "the program has already received the highest commendation and support of high-ranking officials in the Army, Navy and Veterans' Administration." The program, which has been financed by the Musicians' Emergency Fund, has made a "valuable musical contribution to the hospitals in the New York area," and officials of the Veterans' Administration have requested the Fund to expand its activities to all hospitals in the New York area and eventually throughout the State.

For the past 18 months "the Fund has provided individual professional training, instruments and other supplies for 1,300 service men. . . . A drive for \$500,000 to guarantee continuance and expansion of the program for three years is under way," it is stated.

The announcement states that "in giving the patients a new interest and the opportunity to develop a new skill, the project helps to dispel discouragement and the monotony of long confinement, as well as to establish a regular contact with an 'outside person'—the music instructor." It is declared that "the work is especially important now that the war is over and hospitalized men tend to fear that civilians have forgotten them."

One hundred professional music teachers have been trained by the Fund and are paid for their work. It is planned to allocate part of the Fund's money for instruction of additional teachers, both for the expanded program in New York City and to aid in the commencement of similar programs in other areas.

*The Problem of the Older Worker**

A GENERAL scarcity of labour exists today, yet unemployment among older workers is steadily growing more serious. This marks the return of a fundamental problem which must be tackled not merely on the basis of its current urgency, but also in the light of the long-term developments which created it.

The war removed almost all age discrimination in industry. The country's manpower resources were stretched to the limit to meet the demands of the armed forces and of war industries. All available workers were urgently needed, and age was no barrier to employment.

With the end of the war, the problem of the older worker again took definite shape. Almost one million servicemen were returning to civilian life and the labour market; wartime developments had increased the technological replacement of individual skills; industry began the "weeding out" process, and the age of employees again became a determining factor in employment.

Three months after V-J Day, 26,000 persons of the 172,000 unemployed, or 15 per cent of the total, were "past 45." Since that time, the number of unemployed workers in this age group has grown markedly in proportion to total unemployment. By June 1, 1947, total unemployment had fallen to 91,000 (almost half the November, 1945, figure), but unemployment in the older age group had only declined to 21,000. The "over 45" group thus accounted for 23 per cent of total unemployment, in contrast to only 16 per cent at June 1, 1946, one year ago. Older workers, therefore, seem to be forming an increasingly large group of unemployed workers who are difficult to place.

At present, seasonal activity is temporarily absorbing many older workers, but the problem of permanent employment for them remains to be solved.

Industrialization and Population Trends

The war speeded up a trend which had been steadily developing with the growth of industrialization in Canada, and with the changing age distribution of the adult population.

Up to World War I, our national income came almost entirely from the production of primary products or related industries. The

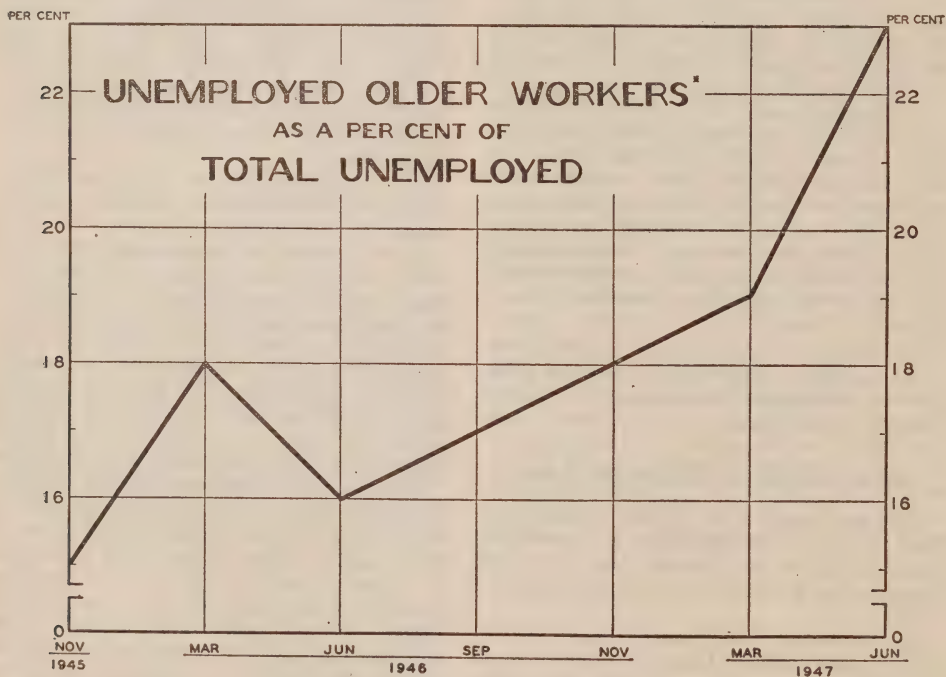
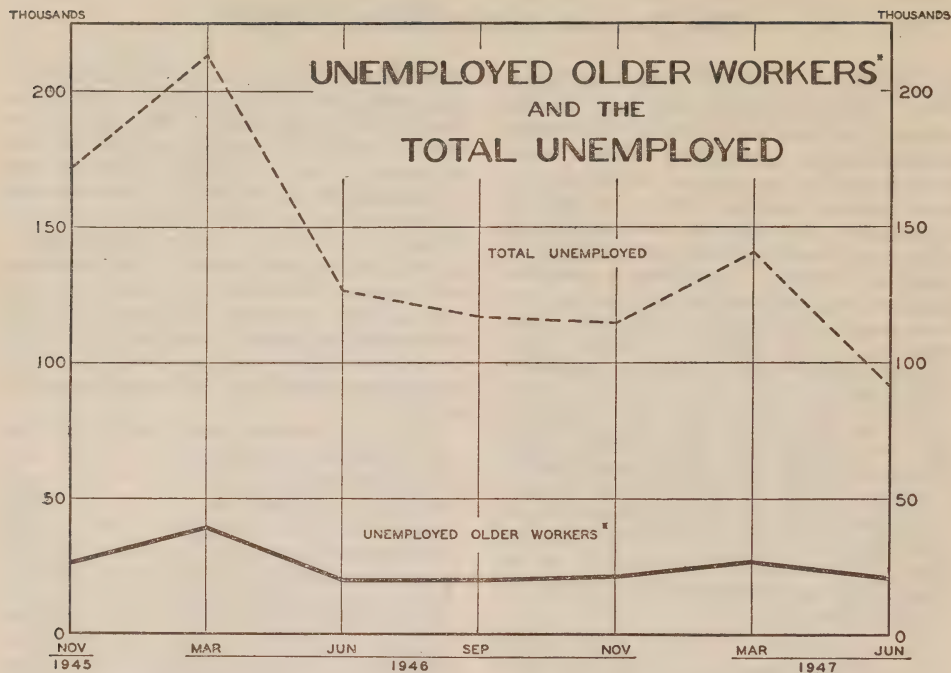
first significant growth of industrialization came with the first World War. During the twenty-year period between wars, this expansion continued, although curtailed in the depression years. By 1939, manufacturing contributed 39 per cent of the total net value of production, as against 33 per cent in 1919. With World War II, further rapid strides in industrialization took place. The tremendous war program called for all types of goods, and at peak production in October, 1943, 30 per cent of the gainfully occupied were working in war and civilian manufacturing industries while only 23 per cent were engaged in agriculture.

The older workers unemployed today are the product of the above period. Those most difficult to place are unskilled, or with skills now obsolete. Many saw action in the first Great War, and consequently their normal training period was either blocked or seriously interrupted. Others had war jobs in assembly-line munition plants, where they did not gain a full grounding in any trade. After the war, few went into skilled work since there was relatively little industrialization at that time, and also because of the slump occurring in the early 'Twenties. In the following boom years, a sellers' market for labour prevailed and the average worker, though lacking any specific training, could find a relatively high-paying job in the boom industries, especially construction.

The depression of the 'Thirties affected unskilled workers most severely. Skilled workers were released much more slowly, and, with the recovery of economic activity in the latter part of the decade, were re-employed more quickly. In addition, the older age of the unskilled group now was beginning to play against their re-employment. The war temporarily relieved this situation, but it now has returned. In addition, the seeds of a similar future problem for the unskilled younger worker of today are evident in the present economic parallels to post-War I conditions.

The matter of understanding and adjusting the older members of society to jobs for which they are well-suited is emphasized by the changing nature of the adult population. A steadily-growing number of Canadian people are advancing into the "past 45" age group. In 1881, people over 45 years of age comprised 15 per cent of the total population; in 1901, 19 per cent; in 1941, 31 per cent. By 1971, it is estimated that more than five million Canadians will be in this age group.

* This article was prepared by the Research and Statistics Branch of the Department of Labour.



Population trends are moulded by such factors as life expectancy, birth rates, immigration and emigration. Progress in public health, medical science, and general welfare has increased life expectancy considerably. In 1901, an average man could expect to live for about 55 years—today he can hope for about 65 years. Until late in the 'Twenties, heavy immigration and a relatively high birth rate bolstered the younger age groups, thus obscuring to a great extent an aging of the native population. The result—instead of a gradual increase in the proportion of older people, the rise became abrupt once the immigrant population began to mature. The "over 45" group increased from 20 to 29 per cent, from 1921 to 1931. Immigration virtually ceased in the 'Thirties and this, together with a marked decline in the birth rate, emphasized the aging process.

Thus by 1941, almost one-third of the population was beyond 45 years of age. Although renewed immigration and a rising birth-rate are again rejuvenating factors, the "older age" segment of the population will continue to form an enlarging section of the labour force.

It would appear then that man's life is lengthening, but if his productive life cannot also be prolonged, then the burden for the support of a larger and larger older age group will fall upon a steadily decreasing proportion of younger persons—through taxes, if not directly.

Facts about the Older Worker

In order to reach sound conclusions about the real value of older workers and to look for a solution to their problem factual information is necessary as to their productivity and efficiency, and as to employers' objections to hiring them.

Analyzing the usual reasons given for any age barriers in industry, employers' objections to older workers can be classified under five headings:—

(1) Old age results in a lessening of productivity;

(2) Accident frequency increases with age;

(3) Group insurance is made more expensive;

(4) Pension plans do not make it practical to engage workers past 40 years of age;

(5) The older worker is not so adaptable to learning new techniques.

There is also a general attitude towards age which needs attention. It is a commonly accepted notion that chronological age—years and months—is synonymous with functional and physiological age. Everyday experience with people would seem to challenge this. Some people are old at 50 and others at 75.

S. Robinson, testing physical fitness in relation to age in a study carried on at the Harvard University Fatigue Laboratory, found in a large group of subjects ranging from 6 to 75 years that striking differences existed between individuals in the same age groups, while less extreme differences than would be expected were observed between the younger and older subjects. Sir William Osler has declared that "a man is as old as his arteries". In industry, it would be equally sound to say that a man is as old as his vision, his motor skill or his productivity.¹ Functional age, or the ability to perform efficiently the task involved, should be the important factor in employing an older man—not merely his chronological age.

Changes with age do not necessarily mean decline. Growth in one faculty compensates for a decline in another. While certain capacities are diminished, others are enhanced. For example, as speed of reaction is lowered with age, there occurs a compensatory increase in endurance. The loss of mere physical strength is normally balanced by the increased skill and good judgment resulting from long training and experience.

Most difficulties arise when an older worker becomes unable to perform his daily tasks in

¹ Ross A. McFarland, "The Older Worker in Industry".

TABLE I—UNEMPLOYED OLDER WORKERS AND THE TOTAL UNEMPLOYED

(Source: Labour Force Survey, D.B.S.)

Date	Total Unemployed	Unemployed aged 45 and over	%
November, 1945	172,000	26,000	15
March 1946	213,000	39,000	18
June 1946	126,000	20,000	16
September 1946	117,000	20,000	17
November 1946	115,000	21,000	18
March 1947	141,000	27,000	19
June 1947	91,000	21,000	23

the prescribed manner. Often only one or two features of the job are responsible for this situation—usually heavy lifting or physical strain of some kind. If changes can be made, it is often possible to retain these workers. Re-arrangement of duties, or the provision of special mechanical aids can often remove the obstacle.

The Question of Productivity.—The evidence on productivity at different age levels indicates that prejudices on this point are not always well founded. The physical and mental demands of various jobs, of course, differ greatly. But a survey made by the California Department of Industrial Relations in 1930 showed that most employers felt that "age has little relation to efficiency, although some jobs were more appropriate for older men than others". Many employers reported that they preferred middle-aged and older workers in positions calling for experience and judgment, and on jobs where quality was more important than speed.

In the automobile industry, which is largely on a piece-work basis, earnings reached their peak amongst workers in the age group between 50 and 55 years. A Works Progress Administration study of construction workers in seven major U.S. cities showed that the average age of workers whose output of work was considered excellent was 47½ years, while the average age of those in an inferior grade was 41. A study of New England plants in 1938 found "no tendency for output and earnings to diminish materially with age, except possibly above 60".

A report of tests in the Harvard fatigue laboratory stated that "the assumption of a rapid decline after 40 years of age in the quality and quantity of work is a social myth which, though in some respects not misleading, is in general grossly inconsistent with the evidence".

Accident Risks.—As for accidents, statistics show that accidents are most prevalent when workers are between 20 and 24 years of age. In addition, numerous studies have revealed a demonstrable decline of accidents with age. Older workers are more careful, cautious, experienced and mature than youth. Though involved in fewer accidents, however, older men take longer to recover, which would tend to balance the cost of accidents between the age groups.

Group Insurance Costs.—Regarding costs of group insurance a large Canadian Life Insurance Company quotes the following rates: "The premium for a Group Life Insurance

policy of \$1,000, age 25, is \$6.27 annually, and at age 40 it is \$7.85 annually, an increase of only \$1.58 per \$1,000 of insurance per year."

Pension Plans.—In connection with pension plans, it is understandable that under some schemes it is difficult to include new older workers. Where an employer either buys the pension outright or contributes at a higher scale for older workers to give them a suitable retirement pension, the costs would be increased considerably. Possibly the most common type of pension plan, however, provides that employers contribute to the fund a percentage of the wages paid to the employee, who also contributes. In this case, the size of the pension would then depend upon the number of years over which this joint contribution extended. No larger contribution is, therefore, involved for older workers. Other plans allow for the return of contributions to men who have not been with the firm long enough to warrant a pension.

In any case, most plans do not stipulate that an employee must be covered, and it is essential that some perspective should be maintained. Jobs are the important thing for the vast majority of unemployed middle-aged workers—pensions are secondary.

Adaptability.—While it is a popular idea that older people resist change, the past war years saw them doing types of work quite different from anything they had previously done and yet keeping pace with the average plant worker. The inability of an adult to learn may be due either to an original lack of mental capacity or to factors other than those relating to age.

The War Production Retraining Course at Harvard in 1943, for men 30-50 years of age, a fair cross-section of older workers, convinced professors that not only could these older workers retain and master new information, with adequate incentive, but also that they were able to contribute new ideas and procedures of definite originality and value because of their past experience in industry.²

Personality factors enter into this question, but the evidence does not condemn the older worker. One survey brought out comments such as "It is difficult to get an older person to work as a subordinate to a younger person . . . older people often have more characteristics hard to adjust to a new organization", but also comments such as, "Older applicants have certain advantages, so far as personal qualities are concerned, over younger applicants. The older applicants are more stable, more interested and appreciative of

² Ross A. McFarland, *op. cit.*

their job and working conditions, and form the backbone of an organization". Another survey, sponsored by the U.S. National Association of Manufacturers, found that only one employer out of six considered the adjustment of the older worker to new situations more difficult than that for younger workers, while almost exactly half of them said that age made no difference, and one out of three felt that older workers adjusted themselves more easily to changed conditions.

Thus, although an older worker may require more care in selection and in training for a job, once adjusted and part of the office or shop pattern, the findings indicate that he tends to be most reliable and efficient. His present job is his chief interest—he is not seeking personal advancement or looking for other work, but concentrates on his present duties and takes pride in his work. A younger worker, on the other hand, though perhaps adjusting himself more quickly, also becomes bored more easily with a routine, repetitive type of job, and with one eye on the future, tends to consider his current job as only a stepping-stone to better things. As a result, labour turnover is greater among younger workers.

The training of new employees is frequently very expensive. In general, the older worker remains on the job longer than a younger one. The greatest occupational mobility occurs amongst workers under 35 years of age, according to studies by Kitson and by Davidson and Anderson, and little shifting takes place thereafter.

Conclusions.—In summary, findings indicate that older workers save money for a firm because they have fewer accidents; their labour turnover is smaller, thus decreasing the expense of training new employees; their output usually equals that of younger men, and they cause less spoilage and breakage; they tend to be more stable, loyal and responsible, and are particularly valuable where there is little supervision.

The chief disadvantages are: they lose more days through sickness than younger workers; they are less adaptable to sudden changes in assignment; they have less muscular strength and agility.

The net value of a worker will depend, therefore, rather upon his physical fitness than upon his age. Industry can, however, take steps to maintain the health of its workers, and in any case, most types of work benefit more from accumulated experience than from mere speed or physical strength.

The Basic Problem

The above section has attempted to evaluate the older worker objectively, on the basis of available facts. The problem resolves itself into two parts, the basic and the immediate. The first part deals with the crucial issue—how to prolong the productive life of the worker who is now growing old on the job; the second part concerns the unemployed older worker, and how he can again be fitted into employment.

Adaptation of Changing Capabilities.—The basic problem is how to prevent a worker from becoming obsolete as he grows older, how to prolong his useful life and earning power. This involves an understanding of his changing capabilities. Periodic aptitude tests and measurements of his physical stamina would be necessary to the careful placement of the older worker, for, as time goes on, requirements for almost all types of work should change from those of physical strength and quickness of response to those in which reasoning, judgment and experience play a major role.

In one survey, many companies in diverse fields indicated that they have succeeded in prolonging the period of service of older employees by relieving them of the parts of their jobs which they cannot perform. In some cases, many older workers have been retained through the assignment of helpers who assist them with the more strenuous activities associated with their jobs. Other companies solved the problem by regrouping the duties of older employees. Improvement in production methods, particularly those involving labour-saving equipment, have permitted the retention of many older workers—conveyer systems to do away with heavy lifting, jib cranes, etc.³

One company was planning a special department for its older workers. Because of the increasing number of older-worker problem cases, its Research Department developed a new product which could be made by older workers and for which there was a potential market. The article was artistic in design, fairly light to handle, and required hand rather than machine operation. Only employees with thirty years' service with the company were to be eligible for transfer to this department.

Retraining, a Continuous Process.—Within each plant, retraining programs can enable the continual readjustment of the older worker. Such programs not only adapt the worker to jobs suitable to his changing capabilities, but also increase his alertness and do much to

³ "The Older Employee in Industry", Metropolitan Life Insurance Co.

retain his spontaneous interest and co-operation. In this way, his mental flexibility is maintained and any personality peculiarities are not so likely to develop.

Physical Fitness.—Medical programs can prevent premature aging and maintain physical and mental alertness. Periodic and thorough examinations will enable an illness to be discovered and treated before it becomes acute and saps the worker's strength. Working conditions should be carefully analysed from the standpoint of health, and the workers well informed concerning the factors which influence their health in their specific jobs—and given definite advice concerning corrective exercises, or suitable nutrition, use of stimulants and relaxation.

Psychological Effects of Prejudices.—The older worker often lacks self-confidence, especially in his ability to learn new things, chiefly because of the accepted and oft-repeated myth that "You cannot teach an old dog new tricks." This lack of self-confidence is sometimes reflected in officiousness and a pitiful hunger for dignity and appreciation—which in turn reflects a lack of understanding and an inept handling of the older worker problem on the part of management. The problem requires attention to the older workers as individuals, and avoidance of any attempts to deal with them in mass programs (this is necessary in any case because of the variation in functional age from one man to another). The older worker must be made to feel needed and wanted by means of the correction of some of the fictions and prejudices which form the basis of discrimination against him.

The Immediate Problem—The Unemployed Older Worker

There were 28,000 older workers registered on the files of the National Employment Service at July 31, 1947.⁴ They formed 28 per cent of total unplaced applicants at that date. Although serious everywhere, the situation is more acute in the Pacific region: many Prairie farmers have retired to British Columbia on what they thought was sufficient income, only to find now that rising prices

and falling interest rates have whittled away their funds, and that they must find jobs. Furthermore, primary industries support the bulk of employment in the Pacific region, and young husky workers are the chief requirement for the heavy jobs available.

The National Employment Service is prepared to advise employers on this problem. In each local office of the Employment Service, there are officers who are responsible for employer relations. These officers visit the employers in their district regularly. If asked, they are prepared to observe the types of jobs involved in any firm's operation and to suggest which repetitive types of work might be turned over to an older worker. Since a high percentage of the unemployed older workers are unskilled, it is possibly advisable to concentrate on locating "dead-end" jobs for them. However, in the case of an unemployed older worker who has a recognized skill or profession, the full resources of the Employment Service are made available to place him in employment suited to his capabilities. In other words, the "dead-end" jobs are considered to be suitable for those older workers who are unskilled and are unqualified for better positions. There is no attempt at placing skilled older workers in these jobs, however.

Employment Service officers emphasize that jobs for older workers need not offer promotion possibilities, but that steady and permanent employment is the great objective. Usually the untrained older worker with family responsibilities is chiefly interested in the *security* of employment, and consequently will accept work of a routine nature if it will provide a steady source of income. Younger workers often view such jobs as "stop-gap" employment, and labour turnover among them is heavy and expensive. This has been one effective selling point for the older workers. The Pacific region has reported definite progress with this approach, and the marked improvement in the employment of the "over 50" group of workers has not been merely seasonal in this area.

The human aspect of the problem is very important. It is easy to imagine the hurt to the morale of a man who was once the pivot of his family life, the centre of support, but who now sees himself a nuisance and a burden on the charity of his children. The psychological ill-effects are as serious as the financial, and, if prolonged, may result in a serious lack of self-confidence when he does find another job.

Counselling as an aid to placement.—Careful counselling of an unemployed older person is a means of discovering his greatest assets and enabling his placement in a suitable job.

⁴ The number of unplaced applicants registered at National Employment Service offices yields a higher estimate of unemployment than the unemployment estimate of the D.B.S. Labour Force Survey. The discrepancy may be due to a difference in the classification of casual workers and workers on temporary lay-off. D.B.S. classifies casual workers as employed if they worked at least one hour in the survey week. A substantial proportion of these may have registered with an employment office as seeking full-time work, in which case they would be included as unplaced applicants.

The late Dr. Lillian Martin, a pioneer in the field of intensive counselling in the United States, opened and operated an Old Age Centre in San Francisco which became a model for similar centres in other American cities.

Working on the theory that an unemployed person is not at his best or at least is on the defensive during the first interview, she advocated four interviews, each one week apart. The first three were to obtain information about the applicant's life history, his interests, and to discover his aptitudes through a Binet Simon intelligence test. On the basis of what Dr. Martin had learned, the fourth interview was a discussion of the applicant's goal and any adjustment he may require to fit himself for available openings.

While this method might seem to be slow and to take in subjects which people are prone to think "personal", the added knowledge according to Dr. Martin, will enable counsellors to approach prospective employers with more assurance, and so to effect many more placements. Apart from existing jobs in industry, a man might have a hobby which, with a few suggestions from the employment officer, might be turned into a profitable occupation or point the way to a new employment field.

Intensive counselling of older workers comes under the Special Placements section of the National Employment Service, and applies chiefly to those who need special training or re-training.

Jobs specially suitable for older workers.—While the purport of this article has been that the relative ability of older workers on the same type of work as younger workers has frequently been underestimated, it is also true that there are a number of jobs for which older workers are specially suited. Reports from companies co-operating in one survey indicated that there are numerous jobs common to almost every type of industry and widely accepted as suitable for older employees. Among these are the following:⁵

- Assemblers on light work
- Bench workers
- Blueprint machine operators
- Checkers
- Crib keepers
- Elevator operators
- Firemen
- Gatemen
- Groundkeepers
- Guides
- Inspectors
- Instructors
- Labourers on light work
- Messengers
- Minor clerks
- Oilers
- Packers
- Porters

- Reception clerks
- Repairers on light work
- Salvagers
- Stock or stores clerks
- Watchmen

Employers in specific industries named many jobs found only in their plants, which have been filled satisfactorily by older employees. For example, foundries report the following occupations:

- Bench core-maker
- Cleaner
- Filer
- Flask storage man
- Gangway man
- Ladle liner
- Matchmaker
- Moulder of small castings
- Pattern storage men
- Straightener of core wires

All industries require a certain number of night watchmen, time-keepers, guards and gatemen—which jobs seem almost made to order for older workers, as they demand men who are dependable, alert, and able to work alone.

Many older men, principally veterans, seem to turn to service work—since generally this work has been "saved" for the older ex-servicemen. Federal, provincial and municipal Departments of Public Works offer a great variety of jobs such as caring for public buildings and parks, elevator operators, janitors, clerks, confidential messengers, and protective services. Similar jobs appear in private business, and also others such as doormen, in theatres, service station attendants, hotel workers, truck drivers, routemen and helpers.

The shortage of female domestics has created many opportunities. In these jobs a man can work either alone or in a group doing cleaning and polishing in homes on an hourly basis. The pay at the present time is relatively good and the hours can be suited to the limitations of the worker. Janitor service, coupled with the cleaning of sidewalks in winter and caring for lawns in summer at a number of private homes in the same district, has also proven to be a profitable occupation for many in the older age group.

Mr. Arthur MacNamara, Deputy Minister of Labour, in a recent article on this problem,⁶ quotes the findings of two of the Department of Labour's Regional Advisory Boards representing employers, trade unions, and various government departments—which point out that the only immediate solution to the problem will be an increased effort by the National Employment Service to select and properly

⁵ "The Older Employee in Industry", Metropolitan Life Insurance Co.

⁶ Industrial Canada, August, 1947.

place older workers and a willingness on the part of employers to hire older men where practicable.

Mr. MacNamara ends with this statement: "Even now, 26 per cent of our population have reached middle age . . . this "over 45" group makes up about 33 per cent of our labour force. Hence, if we are to achieve a

balanced distribution of manpower, it is reasonable to assume that one out of every three jobs in the country should be for an older worker. It is criminal to speak of asking this group to subsist on a dole so long as they are capable of filling productive jobs. Surely the only answer for them is employment!"

Manufacturing Industries of Canada in 1945

REFLECTING the curtailment in production of war materials, the gross value of products manufactured in Canada fell nine per cent in 1945 from the all-time high reached in 1944, the aggregate being \$8,230,369,000 as compared with \$9,073,693,000 according to a bulletin published by the Dominion Bureau of Statistics entitled *The Manufacturing Industries of Canada, 1945*. The physical volume of production was also lower, and the number of employees showed a drop of 103,510 or 8.5 per cent accompanied by a decrease of \$183,848,000 or 9.1 per cent in salary and wage payments.

The tremendous increase in production attained by the Canadian manufacturing industries during the war years is indicated by the increases in some of the main factors of production between 1939 and the highest point attained during the war. For manufacturing as a whole, there was an increase of 161 per cent in the gross value of production, 162 per cent in the value added by manufacture, 89 per cent in the number of persons employed, and 175 per cent in the salaries and wages paid.

Industries producing munitions and equipment needed by the armed forces naturally were the first to feel the effects of the cessation of hostilities. Consequently, the chemicals and allied products group showed the greatest decline in production, as measured by employment, with 25.8 per cent fewer persons employed. This was followed by the iron and its products group with a drop of

21.9 per cent; non-ferrous metal products, 15.3 per cent; and miscellaneous industries, 2.3 per cent.

On the other hand, industries producing food, clothing and other consumer goods reported increases in production. Employment in the wood and paper products group was 5.1 per cent higher, followed by an increase of 4.3 per cent for animal products group; 3.5 per cent for vegetable products; 3.3 per cent for textiles, and 3.0 per cent for non-metallic mineral products.

Manufacturing establishments reporting in 1945 numbered 29,050 as compared with 28,483 in the preceding year. These plants furnished employment to 1,119,372 persons as compared with 1,222,882 in 1944, with salaries and wages amounting to \$1,845,773,000 as compared with \$2,029,621,000. Cost of materials used during the year was \$4,473,669,000 as against \$4,832,333,000, and the net value of products, \$3,564,316,000 as compared with \$4,015,776,000.

The manufacturing industries of Canada are concentrated largely in Ontario and Quebec. Ontario is the dominant manufacturing province of Canada. In 1945, with only 37 per cent of the total number of establishments reporting, it furnished employment to 46 per cent of the number of persons engaged in manufacturing and produced over 48 per cent of the entire output. Quebec with 31 per cent of the output ranks second, while British Columbia with eight per cent ranks third.

Labour Organization in Canada

TRADE Union membership in Canada, at the end of 1946, was almost 15 per cent higher than the previous record figure which was established in 1944.

According to the *Thirty-Sixth Annual Report on Labour Organization in Canada* for the year ending December 31, 1946, which will soon be released, there were approximately 831,000 members at December 31, 1946. This is an increase of about 121,000 or 17.0 per cent over the 711,000 recorded in 1945 and is more than twice the membership of 359,000 in 1939. Of an estimated 3,153,000 non-agricultural wage and salary workers, 14 years of age and over, 26.4 per cent were members of trade unions at the end of 1946.

The figures published by the Department are compiled from reports of national and international unions, independent local unions and central labour organizations. The Department also requests reports from local union branches, but as all locals do not reply, the figures obtained from this source are not as complete as those compiled from returns from union headquarters. Of a total of 4,635 local unions known to be in existence in Canada at the end of 1946, 3,846 or 83.0 per cent reported.

As shown in Table III below, labour organizations have been classified in thirteen

industrial groups. For several years the largest group has been "metal industries" which in 1946 included 19.8 per cent of Canadian trade union members. In 1943 when the production of material for the prosecution of the war at its height the members in this group numbered 199,487 but there were decreases of 6,151 and 45,427 in 1944 and 1945 respectively. During 1946 the number of members in this group increased from 147,909 to 164,630 and while this figure is still below that for 1943 it does reflect to some extent the reconversion of some war-time plants for the production of peace-time needs. The next largest group was "steam railway transportation" with approximately 135,000 members. All but two of the industrial groups showed increases in the number of members during 1946. The largest increase in any one group during the year was that of 27,700 in the wood and wood products group.

All of the thirteen industrial groups showed increases in the number of locals at the end of 1946.

Changes in the geographical distribution of trade union membership were comparatively small in 1946. Membership figures by province and city, being based on reports from local branches some of which do not always report, are not complete. The information

TABLE I—LOCAL UNIONS AND UNION MEMBERSHIP IN CANADA, 1911-1946

Year	Locals	Membership		Year	Locals	Membership	
		Number	Percentage change from previous year			Number	Percentage change from previous year
1911.....	1,741	133,132	.....	1929.....	2,778	319,476	+ 6.3
1912.....	1,883	160,120	+20.3	1930.....	2,809	322,449	+ 0.9
1913.....	2,017	175,799	+ 9.8	1931.....	2,772	310,544	- 3.7
1914.....	2,003	166,163	- 5.5	1932.....	2,710	283,096	- 8.8
1915.....	1,883	143,343	-13.7	1933.....	2,687	285,720	+ 0.9
1916.....	1,842	160,407	+11.9	1934.....	2,720	281,274	- 1.6
1917.....	1,974	204,630	+27.6	1935.....	2,717	280,648	- 0.2
1918.....	2,274	248,887	+21.6	1936.....	2,860	322,746	+15.0
1919.....	2,847	378,047	+51.9	1937.....	3,231	383,492	+19.0
1920.....	2,918	373,842	- 1.1	1938.....	3,280	381,645	- 0.5
1921.....	2,668	313,320	-16.2	1939.....	3,267	358,967	- 5.9
1922.....	2,512	276,621	-11.7	1940.....	3,221	362,223	+ 0.9
1923.....	2,487	278,092	+ 0.5	1941.....	3,318	461,681	+27.5
1924.....	2,429	260,643	- 6.3	1942.....	3,426	578,380	+25.3
1925.....	2,494	271,064	+ 4.0	1943.....	3,735	664,533	+14.9
1926.....	2,515	274,604	+ 1.3	1944.....	4,123	724,188	+ 9.0
1927.....	2,604	290,282	+ 5.7	1945.....	4,329	711,117	- 1.8
1928.....	2,653	300,602	+ 3.6	1946.....	4,635	831,697	+17.0

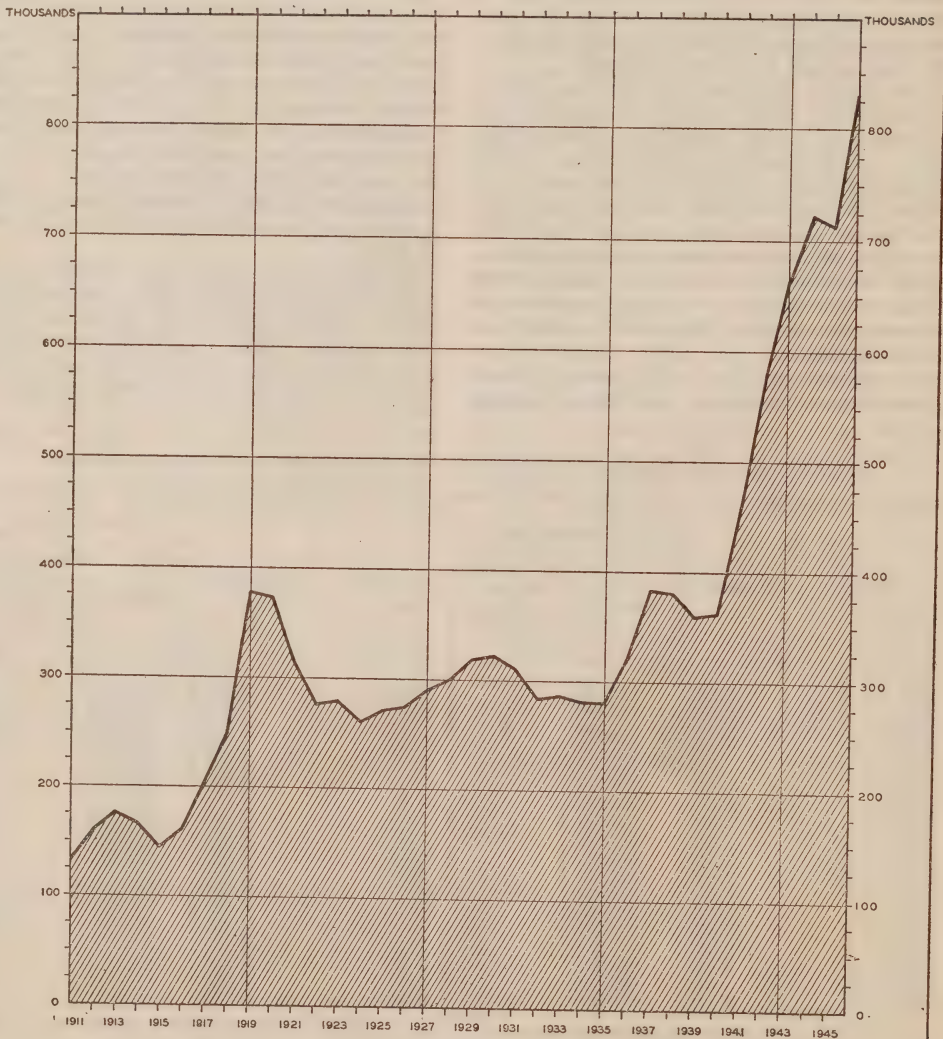
available indicates that 63.5 per cent of union membership was concentrated in the industrial provinces of Ontario and Quebec. Of the 4,635 locals known to be in existence at the end of 1946 about 58 per cent were in these two provinces. There were increases in the number of members reported in all provinces, the largest being that of 37,343 in Quebec where the membership increased almost 22 per cent to a total of 208,546. In

British Columbia, which had recorded the largest decrease in 1945, there was an increase of 15,643 or 18.7 per cent.

In 1946 there were 49 urban centres with 20 or more local branches as compared with 46 such centres in 1945. The reported memberships in these 49 centres increased from about 424,000 to almost 500,000. Montreal and Toronto, the two leading centres of industry and population, together had 604 or

TRADE UNION MEMBERSHIP IN CANADA*

1911 - 1946



13.0 per cent of all locals in Canada representing 188,000 or 26.8 per cent of total local union membership in 1946.

The Report contains a brief historical statement and shows the membership, names of the officers, and the affiliated unions of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour and the Canadian Federation of Labour.

For each national and international union, the name and address of the secretary, the membership as well as the number and location of their branches, are shown. In the case of international unions, the names and addresses of Canadian officers are also given.

In addition there are included lists of provincial federations, local labour councils,

federations of unions in allied trades or industries, district union councils, and railroad brotherhood committees, with the names and addresses of their presidents and secretaries. Some notes are included concerning the nature, functions and interrelationships of the constituent parts of the framework of labour organizations. A section of the Report deals with the labour press.

The Report also gives some information concerning female membership in unions; benefits paid by headquarters of national and international unions on behalf of Canadian members; teachers' associations; and other organizations of public employees, including those employed by the Dominion, provincial and municipal governments.

TABLE II.—UNION MEMBERSHIP AND LOCAL UNIONS IN CANADA CLASSIFIED BY AFFILIATION

Affiliation	1945		1946	
	Number of Branches	Membership	Number of Branches	Membership
Trades and Labour Congress of Canada.....	2,394	312,391	2,536	356,121
American Federation of Labour ⁽¹⁾	39	6,227	45	9,513
Canadian Congress of Labour.....	955	244,750	1,087	314,025
Congress of Industrial Organizations ⁽²⁾	4	163	8	1,680
Canadian and Catholic Confederation of Labour.....	310	68,205	338	70,367
International Railway Brotherhoods (independent).....	371	37,273	370	37,731
Canadian Federation of Labour ⁽³⁾	4	193	6	3,332
Unaffiliated National and International Unions.....	197	34,559	198	34,630
Unaffiliated Local Unions.....	55	7,356	47	4,298
Total.....	4,329	711,117	4,635	831,697

(1) These comprise international unions affiliated with the A.F.L. in the United States, the Canadian branches of which are not affiliated with the Trades and Labour Congress of Canada or the Canadian Congress of Labour. The 41 local or federal unions with 5,680 members which received their charters directly from the A.F.L. have been included under the Trades and Labour Congress in this table as they are affiliated with that body.

(2) These comprise international unions affiliated with the C.I.O. in the United States, the Canadian branches of which are not affiliated with the Canadian Congress of Labour.

(3) The membership shown is for the affiliated unions which reported their membership to the Department.

TABLE III.—DISTRIBUTION OF TRADE UNION MEMBERSHIP BY MAIN INDUSTRIAL GROUPS*

Industry	1945		1946		Percentage change 1946 over 1945
	Membership	Per cent of Total	Membership	Per cent of Total	
Mining and Quarrying.....	37,193	5.3	41,777	5.0	+12.3
Metals.....	147,909	20.8	164,630	19.8	+11.3
Construction.....	65,569	9.2	63,266	7.6	- 3.5
Light, Heat and Power.....	8,977	1.3	7,816	0.9	-12.9
Wood and Wood Products.....	49,259	6.9	76,959	9.3	+56.2
Printing and Publishing.....	14,234	2.0	14,960	1.8	+ 5.1
Steam Railway Transportation.....	127,945	18.0	134,927	16.2	+ 5.5
Other Transportation.....	49,991	7.0	57,171	6.9	+14.4
Services.....	76,441	10.7	92,190	11.1	+20.6
Clothing, Footwear.....	46,122	6.5	50,533	6.1	+ 9.6
Textiles.....	28,248	4.0	33,382	4.0	+18.2
Food.....	28,464	4.0	41,749	5.0	+46.7
All Other Industries.....	30,675	4.3	52,337	6.3	+70.1
Total.....	711,117	100.0	831,697	100.0	+17.0

* It is not possible to classify membership figures by industrial groups with a high degree of accuracy, since many unions have members whose employment may fall in one or more classifications.

Labour Income in Canada

THE Dominion Bureau of Statistics has begun to issue a series of monthly estimates of total labour income in Canada.¹

"Labour income" is defined to include all wages, salaries and supplementary remuneration for employees' services. All types of employment are included in the estimates.

The first set of figures has been published in a bulletin entitled *Wages, Salaries and Supplementary Labour Income in Canada by Months, January, 1946 to April, 1947*, which is available from the Bureau at a cost of 25 cents. This bulletin explains in detail the statistical methods used.

Expansion in Labour Income

In the period covered by the estimates labour income continued to expand, reflecting both rising employment and increasing average earnings. Taking the period as a whole, these two factors were of about equal importance in contributing to the rise in total labour income.

The total for the first four months of 1947 exceeded by about \$255 million, or 16 per cent that for the first four months in 1946. The totals were \$1,864 million and \$1,609 million, respectively. Increases were distributed through all industrial groups except agriculture which showed a decline.

The number of paid workers, as estimated by the Bureau's sampling unit, increased from 2.9 million in the week preceding February 23, 1946, to 3.2 million in the week preceding March 1, 1947. In about the same time average weekly earnings in the leading non-agricultural industries rose from \$32.53 to \$35.62. Average monthly wages of male workers in agriculture rose from \$96.27 on May 15, 1946 to \$103.96 on May 15, 1947.

The greatest proportionate increases in labour income were those in logging and construction, while the percentage increases in trade, transportation and communications were also above the average.

Over one-third of the increase between the two four-month periods ending in April, 1946 and 1947, was accounted for by wages and salaries in manufacturing where the percentage increase was just about the average. Mining, finance and services (including government) showed smaller gains.

¹ Annual estimates of total national income, including labour income, from 1938 to 1946, were published in a study summarized in the *LABOUR GAZETTE* for March, 1947 (p. 311).

Definition of Labour Income

Labour income includes all wages, salaries, and "supplementary labour income" received by Canadian residents. Salaries and wages include bonuses and commissions and are reckoned *before* deductions for income tax, employee contributions to unemployment insurance and employee contributions to other social security schemes. Supplementary labour income consists of all employers' expenditures, in cash or in kind, that can be regarded as payment for the employees' services. It includes the following types of payments:

- (a) Value of meals, accommodation, clothing, recreational facilities, medical aid, etc., supplied by employers.
- (b) Cash allowances for the above.
- (c) Employers' contributions to Unemployment Insurance and to Workmen's Compensation, except the portion estimated to cover medical aid and hospitalization.
- (d) Employers' contributions to pension fund and insurance schemes, as well as pensions paid by employers where no fund is set up.
- (e) Discounts on employee purchases of the employer's goods, free passes to transportation employees, free insurance to insurance company employees, and similar arrangements in regard to the employer's products.

Current estimates of supplementary labour income are incomplete owing to the lack of information on some of the above items, particularly those under (e).

Labour income is a component of "net national income at factor cost", which includes, in addition to labour income, the net income of unincorporated business (e.g. farmers, retail stores), corporate profits, interest and rent, and military pay and allowances.

In 1946 labour income amounted to about 55 per cent of net national income, the totals being estimated at \$5,112 million, and \$9,212 million, respectively.

The estimates of labour income are published in as much detail as their quality will permit. The possible error in some of the smaller sectors is such that separate figures for these sectors would be of no value, although the error is of little importance in relation to labour income as a whole.

LABOUR INCOME IN CANADA
(\$ Millions)

	Agriculture (1) Logging, Fishing and Trapping	Manufacturing, Mining and Electric Power	Construction	Transportation, Storage, Communications and Trade	Finance and Services (incl. Gov't.)	Supplementary (2) Labour Income	TOTAL
1946 January.....	25	152	14	97	87	21	395
February.....	27	152	14	100	89	20	402
March.....	26	156	15	101	90	21	408
April.....	22	154	16	102	89	20	404
May.....	22	151	19	103	91	20	405
June.....	26	156	21	105	93	21	421
July.....	29	154	22	107	94	21	427
August.....	33	157	23	109	96	22	439
September.....	31	160	23	112	97	22	446
October.....	31	165	23	114	97	23	454
November.....	31	171	22	118	99	24	465
December.....	32	157	17	117	99	23	446
1947 January.....	28	176	18	116	99	24	460
February.....	30	176	19	118	99	24	467
March.....	29	178	20	119	99	24	469
April.....	24	180	22	119	100	24	469

(1) Includes Agricultural supplementary Labour Income.
 (2) Excludes Agricultural supplementary Labour Income.

Methods

The monthly estimates in the bulletin are based on the preliminary annual estimates for 1946.

For each industry group an index of the month-to-month change in salaries and wages is obtained and, where necessary, a monthly index of supplementary labour income. The estimated 1946 labour income for a given industry group is then divided by the 1946 twelve-month total of the corresponding index and the quotient is multiplied by the index for each month, to yield the estimated amount of labour income for that month. Each month the different industrial sectors of labour income computed in this way are added, to yield total labour income for that month.

In the major sectors the monthly indexes used are the indexes of "Aggregate Payrolls" published in the monthly bulletins *Employment and Payrolls*. These are generally based on the payrolls reported by employers having 15 or more employees for the last week in each month.

The use of these indexes has several significant implications. First, the month-to-month changes in the estimates are independent of differences in the number of working days per month. In other words the estimates are not really for calendar months but for periods of one-twelfth of a year. This means that comparisons of different "monthly" figures are more meaningful, for most purposes, than those based on calendar months would be.

Secondly, however, the estimates are inaccurate to the extent that the change in reported

payrolls between the last week of one month and that of another does not correspond to the change in the total payrolls in the corresponding "monthly" (1/12 of a year) periods. In practice this is a serious problem only in the month of December, where holidays are concentrated in the last week, and only in so far as daily or hourly rated employees are concerned. Clearly these holidays reduce earnings in the last week of December much more, proportionately, than they reduce earnings for the month of December as a whole. This must be borne in mind when looking at the figures in the table. At the next revision of these estimates a rough adjustment to improve the December figure will be introduced.

Annual bonuses and payments of retroactive wage increases are not taken into account in computing the monthly payroll indexes, and hence are not reflected in these estimates. As more information on these payments becomes available, adjustments will be made on the monthly estimates.

In a number of sectors where no suitable index of payrolls is available data from the quarterly Labour Force Survey are used to provide an index of the changing numbers of employees.

Indexes of the change in the value of board and lodging supplied by employers (other than agricultural) are obtained by multiplying suitable employment indexes by the index of retail food prices. Indexes of pensions and welfare expenditure are based on the trend of total payrolls in the sectors concerned.

Combines Investigation Act

Report of an Investigation into an Alleged Combine in the Manufacture and Sale of Dental Supplies in Canada

AN investigation into an alleged combine in the manufacture and sale of dental supplies in Canada is the subject of a report made to the Minister of Justice on July 28, 1947, by F. A. McGregor, Commissioner of the Combines Investigation Act. This completed the first formal investigation under the Combines Investigation Act since the end of the war period and is the first report to be published since the administration of the Act was transferred from the Minister of Labour to the Minister of Justice in October, 1945.

The conclusion reached by the Commissioner as the result of inquiries extending over several months is that "a combine exists in the distribution and sale of dental supplies in Canada, within the meaning of the Combines Investigation Act, and that all members of the Canadian Dental Trade Association have been parties and privy to this combine and have knowingly assisted in its formation or operation."

The dealer members of the Canadian Dental Trade Association are stated to be The Ash-Temple Company, Dental Company of Canada, Dominion Dental Company and National Refining Company, with head offices in Toronto, the Maritime Dental Supply, of Halifax, British Columbia Dental Supply, of Vancouver, and Paterson & Paterson Inc., of Montreal. In addition the following manufacturer members are listed: the L. D. Caulk Company, the S. S. White Company, Goldsmith Brothers Smelting and Refining Company, Novocol Chemical Manufacturing Company, and Equipment Manufacturing Company, all of Toronto, and Cook-Waite Laboratories Inc., and Williams Gold Refining Company, both of Fort Erie.

Hearings in the investigation were held in Toronto, Ottawa and Montreal before A. S. Whiteley, Deputy Commissioner, during November and December, 1946, and argument was heard by the Commissioner during hearings in Ottawa in February, 1947. Commission counsel during the inquiry was Peter Wright of Toronto.

In reviewing the activities of the Canadian Dental Trade Association the Commissioner states in his conclusion:

The evidence reveals that the practices established by the Canadian Dental Trade Association and followed by its members have operated to eliminate price competition

throughout almost the entire trade in dental supplies across Canada. These practices have involved the establishment of a system of price-fixing through a Universal Price Book and otherwise, which results in common prices on the same goods being charged by all members of the Association. The system of common prices has been kept in force by such practices as agreed quantity rates, uniform classification of customers, common rates of discounts to such agreed classes of customers and uniform terms of sale. The arrangements have been supported by a common policy among many manufacturing members of the American Dental Trade Association, of which the Canadian Dental Trade Association is a part, to make their products available only to members of the Association.

Nearly all dental supplies used in Canada are imported from the United States. The dealer members of the association supplied eighty-seven per cent of all dental supplies distributed in Canada in 1945. According to the report the members of C.D.T.A. agree to adhere to the prices and terms contained in a price book published by the association. Virtually all dental supplies sold are listed in this book, and indirect price concessions are guarded against by the provision of agreed discounts, turn-in values and special prices for western Canada.

Supplies are priced, according to the report, by the addition of percentages derived from a formula decided upon by all the association members. By means of this formula Canadian dealers agree on a gross margin of about two-thirds of the cost of their goods. They also agree on a similar margin to be added to such outlays as those for customs duties and taxes. As a result Canadian prices are greatly in excess of American prices and are higher than they would be in a competitive market. Prices of other goods, it is alleged, are fixed arbitrarily by agreement among the members.

Specific comparisons between Canadian and American prices are cited in the case of dental operating chairs and acrylics (the plastic material used in making dental plates). In the case of one dental chair the American price in 1946 was \$695 as against \$957 in Canada. Acrylics imported from the United States were sold in Canada for \$35 per ten-unit package in 1940, and were gradually reduced to \$15.50 in 1944, at which price they remained. An almost identical product is now sold in the United Kingdom for £1 or \$4.03 but it has not

been made available in Canada. The bearing of Canadian customs duties on Canadian prices is discussed in one chapter of the report.

An essential condition of membership in the Canadian association is prior membership in the American association. According to the report, no new Canadian dealer has been admitted since 1928. This restriction has prevented the growth of independent dealers, whose sales amount to only 13 per cent of the total Canadian business.

Special attention is paid in the report to the fixing of resale prices by joint action of manufacturers and dealers. On this the Commissioner comments:

Action by a manufacturer in requiring all dealers to sell his products at fixed re-sale prices (even though there be no agreement with other manufacturers on the re-sale price policy) may be just as effective in eliminating dealer competition in the sale of that product as joint action by the dealers themselves to achieve the same end. It may be even more effective because the manufacturer has the power to cut off the supply of important commodities from any dealer who does not maintain the fixed prices. When all the manufacturers, or virtually all, adopt the same policy the effect is to make rigid the dealers' margins on all these products and to prevent any price competition amongst them. When the dealers organize to bring pressure on manufacturers to adopt such a policy, and when that organization assists in the enforcement of such a policy, the only element of competition left is "mere salesmanship" or some other form of competition which means higher costs and therefore higher prices. And when, furthermore, the principal manufacturers unite with all the dealers in an asso-

ciation designed and operated to fix and maintain prices and to prevent other dealers from participating in the business, the most complete type of suppression of competition is the inevitable result.

The report states that all these restrictions are present in the Canadian Dental Trade Association, and that price flexibility, "an essential characteristic of a really competitive system," has virtually disappeared. It adds:

The protection which price competition is supposed to afford to the ultimate buyers is denied them. So long as this type of control continues, the market is not a free market but a sellers' market, and the program is one of restriction rather than of freedom.

Copies of the report have been remitted to the provincial attorneys general. Announcement has not yet been made as to proceedings which may be instituted in view of the conditions disclosed as a result of the investigation.

Following the report on *Canada and International Cartels*, which contained a number of recommendations for the more effective administration of the Combines Investigation Act, the staff of the Combines Investigation Commission has been increased. The amendments made to the Act during the 1946 session of Parliament place greater responsibility upon the Commission to conduct inquiries whenever there are indications of the development of monopolistic conditions. At the present time a number of inquiries into the supply and distribution of certain lines of consumer goods are being actively pursued.

New Publications on Provincial Labour Standards

THREE new publications have recently been issued in mimeographed form: (1) *Workmen's Compensation in Canada, a Comparison of Provincial Laws*; (2) *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, and Workmen's Compensation*; and (3) *International Labour Conventions and Canadian Legislation concerning Young Persons*. Copies may be obtained from the Legislation Branch, Department of Labour.

Workmen's Compensation in Canada

The 1947 edition of *Workmen's Compensation in Canada, a Comparison of Provincial Laws*, which has been issued annually for many years, has some 30 pages, including an appendix, in which are set out the benefits payable to dependants in case of the workman's death and those payable for temporary

or permanent disability. Also listed are the occupational diseases for which compensation is paid in each province.

The points dealt with, as indicated by paragraph headings, include Workmen's Compensation Boards, Cost of Administration, Scope of Laws, Risks Covered, Waiting Period, Medical Aid, First Aid, Rehabilitation, Accidents Outside the Province, Non-Resident Workmen and Dependants, Security for Payment of Compensation, Accident Prevention and International Labour Conventions and Recommendations.

The most important amendments in 1947 are noted. Ontario, the first Province to take such action, has extended the Act's scope to include not only certain specified diseases, but also to cover any disease peculiar to any industrial process or occupation.

The monthly benefit in fatal cases was raised in Ontario, Quebec and Saskatchewan. Ontario increased the benefit to a widow or invalid widower from \$45 to \$50, and Quebec and Saskatchewan from \$40 to \$45. Ontario increased also the amount payable monthly for each child from \$10 to \$12; in case of an orphan child, from \$15 to \$20.

In Ontario, in case of total and permanent incapacity, it is now provided that, instead of a minimum of \$12.50 a week, a minimum monthly payment of \$100 is to be made, or the average earnings if they are less than \$100.

International Labour Conventions and Juvenile Employment Laws

A comparison of Canadian legislation fixing a minimum age for employment with the standards established by International Labour Conventions is made possible by the publication entitled *International Labour Conventions and Canadian Legislation concerning Young Persons*, of which Part I, *Minimum Age for Employment*, was issued in July, 1947.

Four International Labour Conventions fix 15 as the minimum age for employment on ocean-going vessels, 14 in agriculture, 15 in industrial undertakings, i.e. mines, factories, construction and transport, and 15 in other occupations. The Dominion Government gave effect in 1926 to the Sea Convention fixing 14 as the minimum age, but this Convention has been revised to raise the age to 15. Under the Convention for non-industrial occupations, a child of 13 may be employed on light work, not harmful to its health, development or school progress, but no child under 14 may be employed more than two hours a day, and may not be employed on Sundays, public holidays, or from 8 p.m. to 8 a.m. A higher age than 15 must be fixed for employment in industrial and in non-industrial undertakings which is dangerous to life, health or morals, including selling on the streets and in public places.

No Canadian Province, except Prince Edward Island, has legislation broad enough to comply with any of these Conventions. The Prince Edward Island *Minimum Age for Employment (International Labour Convention) Act*, 1945, gives full effect to the Convention fixing a minimum age for industrial undertakings. There is no other provincial legislation fixing a minimum age for

employment in construction or transport, and "factory" as defined in some provinces is not broad enough to cover all manufacturing establishments. Some laws permit exceptions to be made. The higher ages fixed in almost all Provinces for mines, a dangerous occupation, comply with the Convention in this respect but, except in Quebec, there is no regulation of other dangerous trades by fixing a higher minimum age.

The legislation concerning non-industrial undertakings is not wide enough; it usually applies only to shops, sometimes to hotels and restaurants and certain places of amusement, rarely to other kinds of establishment. In no case, except possibly in Manitoba to a limited extent, does it regulate the employment of school children.

Provincial Labour Standards

The 1947 edition of *Provincial Labour Standards* shows, in tabular form, the legislative standards governing child labour, holidays, hours of work, minimum wages and workmen's compensation benefits. For the first time a section has been added showing the public holidays ensured to workers and the provisions requiring payment for such holidays. Manitoba has joined Alberta, British Columbia, Ontario, Quebec and Saskatchewan, in providing an annual holiday with pay.

The only important change indicated in hours of work is in Saskatchewan where hours are limited to eight in a day and 44 in a week unless time and one-half is paid for overtime beyond those limits. As before, however, women in Saskatchewan factories are restricted to a 48-hour week unless permission is given for a limited amount of overtime.

To the table on *Minimum Rates for Experienced Workers* have been added one on *Rates for Inexperienced Workers* and one showing *Overtime Rates* as fixed by the *Minimum Wage Orders*. Higher rates in Alberta, British Columbia and Manitoba are shown in the 1947 table.

Changes indicated in the *Workmen's Compensation* tables are similar to those noted above in connection with *Workmen's Compensation in Canada, a Comparison of Provincial Laws*.

Admission Policies of Labour Unions in United States

AN ARTICLE by Professor Clyde W. Summers of the University of Toledo on admission policies of labour unions in the United States has been published in the November, 1946 issue of the *Quarterly Journal of Economics*, a publication of Harvard University. Based upon an analysis of admission provisions in the constitutions of 185 international unions, the article finds that only a small minority of unions engage in exclusionary practices of any kind and that in the great majority of unions workers who wish to join are freely admitted.

What exclusionary policies do exist, the article states, are restricted mainly to the skilled crafts and railroad unions and seldom appear in industrial unions. They are far more prevalent in the "older and well entrenched unions than in the new and less secure ones".

The principal grounds for exclusion, where such provisions exist in union constitutions or by-laws, are race, citizenship, political beliefs, creed, sex and closed membership.

"Many unions have a strong national policy against discrimination because of race. All of the CIO unions have admitted Negroes on an equal basis and have worked hard to break down racial prejudices. Both the United Mine Workers and the Ladies' Garment Workers, (AFL affiliates) have used pressure to compel locals to admit Negroes."

Although exclusion on racial grounds is not typical of the labour movement, the relatively small amount of discrimination is sufficient to merit serious consideration because of its uneven distribution, the article states. Discrimination against Negroes is concentrated in two main areas. Railroad unions with but two exceptions bar Negroes from membership as do a large portion of the skilled craft unions. "... These are some of the most powerful unions . . . and control many of the higher paying and more desirable lines of endeavour."

Over 30 international unions, with a total membership of nearly 4,000,000 members have constitutional provisions denying the right to join because of political affiliations or beliefs. Most of these provisions make membership in a forbidden organization the test. "In local union practice, these paper provis-

ions are very rarely implemented," since such affiliations or beliefs are seldom known and extremely difficult to discover.

In contrast, 29 unions protect the right to join by constitutional provisions which prohibit locals from discriminating on political grounds.

Exclusion because of creed exists only in two international unions.

Traditional exclusion of women from membership in the trade union is gradually being reduced, the article states. Only eight unions have been found to have constitutional provisions excluding women and all but three of these are railroad unions.

However the article states that, "it is believed that the exclusion of women is more widespread than the constitutional provisions would indicate, especially in the skilled trades".

Workers may be denied the right to join because the union has closed its membership books and refuses to accept any new members or accepts only a few favoured ones, such as relatives of members. Only six internationals have constitutional provisions relating to this practice the article reports. In the other unions surveyed the control of this practice lies exclusively in the local union. The extent of this practice among the 75,000 local unions is difficult to determine for no systematic study has yet been made, the article states. It holds that closed unions are generally more prevalent in the skilled than unskilled trades and are limited mainly to the highly unionized trades. Here again the exclusion, through the closed union device, is described as the exception rather than the rule.

Exorbitant initiation fees, intended solely to exclude, are sometimes used by locals as a bar to membership. However, a study of 300 locals revealed " . . . that relatively few charge exorbitant fees and not many workers were affected. In general, the fees in the CIO are considerably lower than those in the AFL".

Fifty-one unions have constitutional provisions regulating apprenticeship but only 21 of these purport to require apprenticeship or experience for admission to membership. Competency tests, licensing laws and permit cards, similarly, do not loom large as exclusionary devices and are found essentially within craft unions.

Two-Shift System Recommended in United Kingdom

Committee Studies Economic Need and Social Consequences of Double Day-Shifts

A WIDER use of the double day-shift system in industry has been recommended by a Committee under the chairmanship of Professor J. R. Brierly, C.B.E., J.P., D.C.L., LL.M., which was appointed in March, 1945, by the British Government to consider the economic need and the social consequences of the double day-shift system in factories and the changes which would be necessary in the law to facilitate its wider adoption. The Report is summarized in the *Ministry of Labour Gazette* for July, 1947.

The Factories Act, 1937, forbids the employment of women and of young persons between 16 and 18 years of age between the hours of 8 p.m. and 7 a.m. and of persons under 16 between 6 p.m. and 7 a.m., but when the limited overtime permitted by the Act is worked by women and young persons over 16, the prohibited period of employment begins at 9 p.m. except on Saturday when it always begins at 1 p.m.

As regards shift-working, boys over 16 may be employed on shifts in certain continuous processes: iron smelting, manufacture of iron, steel or tin plate, galvanizing of sheetmetal or wire, paper-making, glass manufacture, and continuous processes in connection with the smelting of ores, metal rolling, forges or the manufacture of metal tubes or rods, or in other work specified by the Secretary of State. Shift arrangements are permitted, too, in industries dealing with certain perishable commodities. No changes in these two exceptions to the general statutory prohibition of night work by women and young persons were proposed by the Committee.

Amendments were recommended, however, in the Employment of Women and Young Persons Act, 1936. This Act, replacing a somewhat similar provision of 1920, permits these persons to be employed on a system of two shifts of not more than an average of eight hours each in a day, the shifts to fall between the hours of 6 a.m. and 10 p.m. on any week-day except Saturday, and on Saturday between 6 a.m. and 2 p.m. But the Act requires that, except in the case of a new factory intending to operate permanently on a two-shift system employing women and young persons, the work-people must be consulted before the system is introduced, and a majority of the work-people concerned must have approved by secret ballot the granting of the employer's

application for permission to operate a two-shift system.

Economic Need for Shift System

The Committee considered the economic need for a shift system in industry (a) to meet exceptional circumstances; (b) as a normal and permanent feature of industry; and (c) to meet temporary difficulties in the immediate post-war period.

As the advantages of such a system in exceptional circumstances were considered fully by the Departmental Committee on the Employment of Women and Young Persons on the Two-Shift System which reported in 1935, the Brierly Committee considered it unnecessary to give detailed consideration to this aspect.

The need for the system as a normal and permanent feature of industrial organization was the subject of considerable evidence received from the Board of Trade and industrial representatives. The increased mechanization in industry results in many cases, the Committee observes, in an increase in capital charges, causing the manufacturer to wish to increase the output of his machinery by using it for longer hours. The general tendency towards a reduction in the hours of work of the individual worker gives the manufacturer an additional reason for the adoption of a double day-shift system. The Committee considered, too, that under this system plant and machinery could be fully utilized before they became out-of-date.

As regards the immediate post-war period, the Committee considered that shift-working may assist to make up leeway in meeting the accumulated demand for goods.

Social Consequences

As to the social consequences of the system, the Committee believed that, if there was a real economic need for it, the system would be a factor influencing favourably the standard of living and the leisure which workers would be able to enjoy. It would make possible a more general reduction in working hours for individual workers than would otherwise be practical.

As regards those features of the system which might be thought in some circumstances to have an unfavourable effect on health, the Committee failed to find any positive evidence, and they pointed out

certain compensating advantages, such as shorter hours and additional time at week-ends. The features sometimes considered unfavourable included the early start, which might result in workers not having a substantial breakfast, the late finish, which might cut down the hours of sleep of those in the afternoon shift, and the change-over from one shift to another with the resulting change in sleeping and eating habits, which might affect the nervous and digestive systems.

The additional difficulties imposed on a housewife by the shift system were emphasized by the Committee, and also the risk that workers might, to a considerable extent, be cut off from normal social life. Great importance was attached by the Committee to this latter difficulty, and it was recommended that efforts should be made to offset it and, as regards education, that persons wishing to continue their studies should not be prevented from doing so by the fact that they were working on shifts.

Recommendations of Committee

In conclusion, the Committee pointed out that the evidence proved, in their opinion, that the wider use of the system of double day-shifts was undoubtedly capable of making an important contribution to the economic well-being of the country, but that the evidence showed, too, that the system involved some measure of segregation and dislocation of family life and other social and educational disadvantages for the workers. The success of the system, in the Committee's opinion, will depend on the willingness of individual employers to scrutinize closely the economic and other advantages which might accrue in particular cases and on the workers being convinced that its social inconveniences to them will be offset as far as possible by compensating benefits.

The Committee's chief recommendations in regard to the law are as follows:—

- (a) that individual factories or departments should continue to require authorization before women and young persons may be employed on a double day-shift system;
- (b) that double day-shift work by persons under 18 should, in general, be prohibited but that some latitude should be allowed for not more than two years;
- (c) that normally the hours of the two shifts should fall between 7 a.m. and 11 p.m., instead of 6 a.m. and 10 p.m. as at present;
- (d) that there should normally be no Saturday work, but provision should be made for a limited amount of overtime on Saturday mornings;
- (e) that where it is proposed to institute a double day-shift system, the workers concerned should be given a reasonably full account of the reasons for the proposal;

- (f) that the ballot should be retained as a means of consulting the workpeople except, as at present, in the case of a new factory;
- (g) that where a ballot is required, a majority of those *actually voting* should be required before an application for double day-shift working by women and young persons is granted, instead of a majority of the workers concerned, whether voting or not;
- (h) that special attention should be given to the welfare and transport arrangements for shift workers.

Three members of the Committee dissented on two points: the subject of the ballot and hours of work. As regards the use of the ballot, there was evidence that it was unsatisfactory, and the three members suggest that a proposal for a change-over should be dealt with by the works management and the workers' representatives, or, if agreement cannot be reached, by the normal negotiating machinery. As an alternative, they suggest that the Minister of Labour and National Service should consult the Government Department concerned from the production aspect, and if a shift system is considered desirable, that the onus of attracting workpeople should be on the management.

As regards hours of work, the minority consider that the reduction of hours proposed would have far-reaching economic disadvantages: (1) a decrease in production per man-hour; (2) increased wages per hour; (3) inability to compete with goods produced in foreign countries working longer hours and at lower rates; and (4) the tendency to curtail re-equipment. They foresee difficulties with regard to Saturday working by shift workers in view of the movement towards a 45-hour, five-day week for day-workers. They recommend that double day-shifts should be permitted between 6 a.m. and 11 p.m.

Attitude of Government

As to the acceptance of the Report by the Government, the Minister of Labour stated on July 4 in the House of Commons that the Government agreed that if the standard of living was to be maintained and improved without widespread increases in the working hours of individuals, there would have to be much more double day-shift working. The Government agreed, too, that the workers would not accept the system unless its social inconveniences are offset as far as possible by compensating benefits. The Government is to consult the National Joint Advisory Council concerning the legislation which should be enacted to permit greater use of two day-shifts and also on the morning and evening time limits which should be imposed.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P.C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath, the Dominion War-time Labour Relations Regulations (P.C. 1003) of February 13, 1944, (which suspended the Industrial Disputes Investigation Act, enacted first in 1907) have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping, lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion, has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-943.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102).

The Regulations are administered by the *War-time Labour Relations Board (National)* in respect of those provisions relating to:

the certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the *War-time Labour Relations Regulations, P.C. 1003*, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in two separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Applications for Certification Under War-time Labour Relations Regulations

THE War-time Labour Relations Board (National) met for two days during the month of August. During the month the Board received eleven applications (one of

which was withdrawn during the month), held two hearings, issued eleven certificates designating bargaining representatives, rejected six applications, ordered three representation

votes, allowed the withdrawal of sixteen applications and issued Reasons for Judgment on two applications for leave to prosecute which had been refused.

Applications for Certification Granted

(1) *International Association of Machinists* and certain of its officers for the personnel employed by *Canadian Air Express Limited, Montreal, P.Q.*, in the maintenance and servicing of aeroplanes at Montreal Airport (Dorval) in the Operations and Maintenance Departments of the company in the classifications of senior operations agent, senior agent, agent, commissary clerk, stock clerk, aircraft polisher, senior radio mechanic, mechanic A and E, mechanic's helper, junior mechanic and radio mechanic. Those excluded from the bargaining unit were persons employed in the classifications of station manager, assistant station manager, agent-in-charge, chief stock clerk, stenographer, foremen and senior mechanic-in-charge.*

(2) *International Association of Machinists* and certain of its officers for the personnel employed by *Canadian Air Express Limited, Montreal, P.Q.*, in the maintenance and servicing of aeroplanes at Ottawa Airport in the Operations and Maintenance Departments of the company in the classifications of senior operations agent, senior agent, agent, commissary clerk, stock clerk, aircraft polisher, senior radio mechanic, mechanic A and E, mechanic's helper, junior mechanic and radio mechanic. Those excluded from the bargaining unit were persons employed in the classifications of station manager, assistant station manager, agent-in-charge, chief stock clerk, stenographer, foremen and senior mechanic-in-charge.*

(3) *Canadian Seamen's Union* and certain of its officers for the unlicensed personnel employed by *Familoil Steamships Limited, Montreal, P.Q.*, on the SS. *Mount Maxwell*. The chief steward, steward-purser, chief cook, supernumerary and stewardess were excluded from the bargaining unit.*

(4) *Canadian Seamen's Union* and certain of its officers for the unlicensed personnel employed by *Kent Line Limited, Saint John, N.B.*, on its vessel the *Reston Kent*.*

(5) *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for marine engineers employed by *Britamerican Limited, Vancouver, B.C.*, on the M.S. *Britamerican*. The chief engineer was excluded from the bargaining unit.*

(6) *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for marine engineers employed by the

Shell Oil Company of British Columbia Limited, Vancouver, B.C., aboard the motor vessel *Western Shell*. The chief engineer was excluded from the bargaining unit.*

(7) *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for engineer officers employed by *Coal Carriers Corporation Limited, Brockville, Ont.*, on the SS. *Coalfax*. The chief engineer was excluded from the bargaining unit.*

(8) *International Brotherhood of Electrical Workers, Local Union B 1405*, and certain of its officers for the employees of the *Arctic Radio Corporation, Flin Flon, Man.*, employed in the classifications of announcer operator, engineer, news and feature man, announcer operator-bookkeeper, continuity editor, relief announcer, stenographer and traffic clerk. The manager sports caster and janitor were excluded from the bargaining unit.**

(9) *International Longshoremen's and Warehousemen's Union Local No. 508* and certain of its officers for deepsea longshoremen employed by the *Empire Stevedoring Company Limited, Vancouver, B.C.*, in the ports of Chemainus, Crofton, Nanaimo and Ladysmith, B.C.***

(10) *International Longshoremen's and Warehousemen's Union Local No. 508* and certain of its officers for deepsea longshoremen employed by the *Canadian Stevedoring Company Limited, Vancouver, B.C.* in the ports of Chemainus, Crofton, Nanaimo and Ladysmith, B.C.***

(11) *Hull City Transport Employees' Syndicate* and certain of its officers for chauffeurs and garage employees in the employ of *Hull City Transport Limited, Hull, P.Q.* Excluded from the bargaining unit were the superintendents, inspectors, despatchers and office employees.***

Representation Votes Ordered

(1) *Canadian Brotherhood of Railway Employees and Other Transport Workers*, applicants, and *Toronto Terminals Railway Company, Toronto, Ont.* (L.G., August, 1947, p. 1133.) Following an investigation of the application, the Board ordered a vote of certain restaurant employees, including part-time workers, employed in the Restaurant Department of the Toronto Terminals Railway Company, Toronto, Ont. Mr. H. Perkins,

* Following an investigation of the application.

** Following an investigation of the application and a representation vote.

*** Following an investigation of the application, a public hearing and a representation vote.

Industrial Relations Officer Dominion Department of Labour, Toronto, was appointed Returning Officer.

(2) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, applicants, and *Canadian Pacific Railway Company, Vancouver, B.C.* (L.G., August, 1947, p. 1134.) Following an investigation of the application, the Board ordered a representation vote among three classes of red cap porters, namely, permanent employees, regular free lance porters and temporary free lance porters employed by the Canadian Pacific Railway Company, Vancouver, B.C. The ballots of each of the three classes of red cap porters are to be segregated. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, was appointed Returning Officer.

(3) *National Association of Marine Engineers of Canada, Inc.*, applicants, and *Westward Shipping Limited, Vancouver, B.C.* (L.G., September, 1947, p. 1273.) Following an investigation of the application the Board ordered a representation vote among the marine engineers employed by the company on the vessels *M.S. Standard Service* and *M.S. B.C. Standard*. The chief engineers are excluded from the list of eligible voters. Mr. G. R. Currie, Industrial Relations Officer, Vancouver, was appointed Returning Officer.

Applications for Certification Rejected

(1) *Canadian Seamen's Union and Inter-Island Steamships Company, Montreal, P.Q.* (L.G., May, 1947, p. 661.) Following an investigation and a hearing of the parties, the Board rejected the application for the reason that the union failed to obtain the support of a majority of the employees affected in a representation vote ordered by the Board.

(2) *Canadian Seamen's Union and Caribbean Steamship Company, Limited, Montreal, P.Q.* (L.G., May, 1947, p. 661.) Following an investigation and a hearing of the parties, the Board rejected the application for the reason that the union failed to obtain the support of a majority of the employees affected in a representation vote ordered by the Board.

(3) *Canadian Brotherhood of Railway Employees and Other Transport Workers and Hull City Transport Limited, Hull, P.Q.* (L.G., July, 1947, p. 959.) Following an investigation and a hearing of the parties the Board rejected the application for the reason that it was not supported by a majority of the employees concerned.

(4) *Canadian Seamen's Union and Canadian Transport Company, Vancouver, B.C.* (L.G., July, 1947, p. 959.) Following an investiga-

tion the Board rejected the application for the reason that it did not have the support of the majority of the employees affected.

(5) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 199, and Canadian National Telegraphs, Audit Department, Canadian National Railways, Toronto, Ont.* (L.G., July, 1947, p. 959.) Following an investigation and a hearing of the parties, the Board rejected the application for the reason that the bargaining unit applied for was inappropriate.

(6) *National Association of Marine Engineers of Canada, Inc. and North American Transports Limited, Montreal, P.Q.* (L.G., August, 1947, p. 1134.) Following an investigation the Board rejected the application for the reason that the North American Transports Limited no longer had any employees aboard the vessel *M.V. Huascaran* which had been sold to another company.

Applications Withdrawn

(1) *Canadian Seamen's Union and Shipping Limited, Montreal, P.Q.* (L.G., June, 1947, p. 795.) On the request of the National President of the applicant union, the application was withdrawn.

(2) *Canadian Seamen's Union and Pelee Shipping Company, St. Thomas, Ont.* (L.G., August, 1947, p. 1133.) The application for certification of bargaining representatives was withdrawn on the request of the vice-president of the Canadian Seamen's Union.

(3) *Canadian Seamen's Union and Canada Steamship Lines, Limited, Montreal, P.Q.* (L.G., August, 1947, p. 1133.) On the request of the union's solicitor, the application for certification of bargaining representatives was withdrawn.

(4) *Canadian Seamen's Union and Paterson Steamships, Limited, Fort William, Ont.* (L.G., August, 1947, p. 1133.) The application for certification of bargaining representatives was withdrawn on the request of the National Secretary of the union.

(5) *Canadian Seamen's Union and Upper Lakes and St. Lawrence Transportation Company, Limited, Toronto, Ont.* (L.G., August, 1947, p. 1133.) On the request of the National Secretary of the union, the application for certification was withdrawn.

(6) *Canadian Seamen's Union and Quebec and Ontario Transportation Company, Ltd., Montreal, P.Q.* (L.G., August, 1947, p. 1133.) The application for certification of bargaining representatives was withdrawn on the request of the solicitor for the union.

(7) *Canadian Seamen's Union and North-west Steamships Limited, Toronto, Ont.* (L.G., August, 1947, p. 1133.) On the request of the National Secretary of the union, the application for certification of bargaining representatives was withdrawn.

(8) *Canadian Seamen's Union and National Sand and Material Company, Limited, Toronto, Ont.* (L.G., August, 1947, p. 1133.) The application for certification of bargaining representatives was withdrawn on the request of the secretary-treasurer of the union.

(9) *Canadian Seamen's Union and Hindman Transportation Company, Limited, Owen Sound, Ont.* (L.G., August, 1947, p. 1133.) On the request of the National Secretary of the union, the application for certification of bargaining representatives was withdrawn.

(10) *Canadian Seamen's Union and Lloyd Tankers, Limited, Toronto, Ont.* (L.G., August, 1947, p. 1134.) On the request of the National Secretary of the Canadian Seamen's Union, the application for certification of bargaining representatives was withdrawn.

(11) *Canadian Seamen's Union and Lake Erie Navigation Company, Limited, Walkerville, Ont.* (L.G., August, 1947, p. 1134.) The application for certification of bargaining representatives was withdrawn on the request of the National Secretary of the Union.

(12) *Canadian Seamen's Union and Great Lakes Lumber and Shipping Limited, Fort William, Ont.* (L.G., August, 1947, p. 1134.) On the request of the National Secretary of the union, the application for certification of bargaining representatives was withdrawn.

(13) *Canadian Seamen's Union and Algoma Central Steamship Company, Sault Ste. Marie, Ont.* (L.G., August, 1947, p. 1134.) The application for certification of bargaining representatives was withdrawn on the request of the National Secretary of the Union.

(14) *Canadian Seamen's Union and Abitibi Navigation Company Limited, Toronto, Ont.* (L.G., August, 1947, p. 1134.) On the request of the National Secretary of the Union, the application for certification of bargaining representatives was withdrawn.

(15) *National Association of Marine Engineers of Canada, Inc. and McColl-Frontenac Oil Company, Limited, Toronto, Ont.* (L.G., September, 1947, p. 1273.) On the request of the secretary-treasurer and business agent for the Great Lakes District, the application for certification of bargaining representatives was withdrawn.

(16) *Canadian Seamen's Union and Coal Carriers Corporation, Limited, Brockville, Ont.* (L.G., August, 1947, p. 1134.) On the

request of counsel for the union, the application for certification of bargaining representatives was withdrawn.

Applications for Certification Received During the month of August, 1947

(1) *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of red cap porters on eastern lines of the *Canadian Pacific Railway Company, Montreal, P.Q.*

(2) *National Association of Marine Engineers of Canada, Inc.* on behalf of marine engineers on board *M.S. Standard Service* and *M.S. B.C. Standard of the Westward Shipping Limited, Vancouver, B.C.*

(3) *National Association of Marine Engineers of Canada, Inc.* on behalf of engineer officers on board the *SS. Cyclo Brave*, *SS. Cyclo Chief*, *SS. Cyclo Warrior* of the *McColl-Frontenac Oil Company, Limited, Toronto, Ont.*

(4) *Canadian Seamen's Union* on behalf of the unlicensed crew members of the deck, engine room and steward's departments of the *M.S. Western Shell* operated by the *Shell Oil Company of British Columbia Limited, Vancouver, B.C.*

(5) *National Association of Marine Engineers of Canada, Inc.* on behalf of the engineer officers on board the *SS. Ontario No. 1* and *SS. Ontario No. 2* of the *Ontario Car Ferry Company, Limited, Canadian National Railways, Montreal, P.Q.*

(6) *The Order of Railroad Telegraphers* on behalf of train despatchers, station agents, assistant station agents, relief assistant agents, relief telegraphers, and station clerks (except clerks at Quebec Station) employed by the *Quebec Railway Light & Power Company Limited (Montmorency Division), Quebec, P.Q.*

(7) *Canadian Seamen's Union* on behalf of the unlicensed personnel on vessels of the *Pelee Shipping Company, St. Thomas, Ont.*

(8) *Canadian Navigators' Federation* on behalf of licensed and/or unlicensed officers holding the position of officers on board the *M.V. A.C.D.*, *M.V. G.D.D.* and *SS. G.T.D.* of the *Davie Transportation Company, Limited, Lauzon, Levis, Que.*

(9) *National Association of Marine Engineers of Canada, Inc.* on behalf of the engineer officers on *SS. Texaco Brave* of the *SS. Texaco Brave Company, Limited, Toronto, Ont.*

(10) *National Association of Marine Engineers of Canada, Inc.* on behalf of the

engineer officers on *SS. Texaco Chief* of the *ss. Texaco Chief Company, Limited, Toronto, Ont.*

(11) *National Association of Marine Engineers of Canada, Inc.* on behalf of the engineer officers on *SS. Texaco Warrior* of the *SS. Texaco Warrior Company, Limited, Toronto, Ont.*

Between: Canadian Seamen's Union, Applicant, and Captain R. Scott Misener, President, Colonial Steamships Limited, and Sarnia Steamships Limited, Respondent, and Captain Norman Reoch, Operating Manager, Canada Steamship Lines, Limited, Respondent

The Board consisted of the Vice-Chairman and Messrs. Complin, D'Aoust, Deschamps, Hills and Mosher.

Reasons for Judgment

This is an application by the Canadian Seamen's Union for leave to prosecute the respondents for alleged contraventions of Section 19, Subsection 1, of the Wartime Labour Relations Regulations. The incidents which the applicant submitted as constituting these contraventions of the Regulations are alleged to have occurred in the summer of 1946, approximately one year ago, at a time when, following a strike of seamen employed on vessels operating on the Great Lakes, negotiations for the settlement of the strike were in progress. At that time, the Canadian Seamen's Union represented the seamen who were on strike and Canada Steamship Lines, Limited, Colonial Steamships Limited and Sarnia Steamships Limited were among the employers whose employees were involved in the strike. Mr. Justice Richards was, at that time, acting as a Commissioner to investigate and endeavour to effect a settlement of the strike. Subsequent to the time of the alleged incidents, an agreement was completed dated September 3, 1946, between the Canadian Seamen's Union and each of the three companies in question, to be effective until December, 1947, covering the terms and conditions of employment of seamen on the companies' vessels whom the union represented. The strike was settled following the completion of the agreement.

The applicant claims that at the time of the negotiations, the respondents offered T. G. McManus, the secretary of the applicant union, the sum of \$100,000 and endeavoured to have him accept this sum if he would lend his support and recommendation for the acceptance of a collective agreement by the union with their respective companies provid-

Reasons for Judgment Issued by the Wartime Labour Relations Board (National) on Applications for Leave to Prosecute

Reasons for Judgment on two applications for leave to prosecute which were refused by the Board at its July sittings and summarized in the August, 1947, issue of the LABOUR GAZETTE follow:—

ing for wage rates and working conditions lower and less favourable to the seamen than those which the union finally obtained for the seamen under the terms of the agreement which was finally reached. The applicant submits that these actions by the respondents constituted interference or attempted interferences in the organization and administration of the union and is accordingly a contravention of Section 19 (1) of the Regulations.

The applicant stated that the year's delay in applying for leave to prosecute for these alleged offences was due to the opinion that such action, if taken at the time the negotiations for settlement were in progress, would have interfered with the success of such negotiations. The applicant claims that the companies have now violated the agreement of settlement arrived at in September, 1946, and accordingly desires at this time to proceed with the prosecution of the respondents for these alleged offences said to have been committed prior to the execution of the agreement.

Both respondents, through their solicitors, have denied unequivocally that any offer or promise of money had been made by them to T. G. McManus as alleged.

The alleged contraventions of the Regulations are punishable on summary conviction and no time limit is specified in the Regulations for the making of a complaint or the laying of information in the case of any offence thereunder. Consequently, the provisions of Section 1142 of the Criminal Code apply. This Section provides that in the case of any offence punishable on summary conviction, if no time is specially limited for making any complaint or laying any information in the act or law relating to the particular case, the complaint shall be made or the information laid within six months from the time that the matter of the complaint or information arose.

As the time limit provided by this Section for the laying of an information for an offence

under the Regulations is long past, the Board is of opinion that no good purpose would be served by giving consent to prosecute in respect of the alleged offences at this time. In any event, it is apparent that the applicant elected in the summer of 1946 to compose all its differences with the companies, of whom the respondents are operating officers, and completed agreements with the companies at that time to this end. The matters involved in the alleged complaint were closely related to and allegedly occurred during the course of the negotiations leading to the settlement.

Having regard for the foregoing, the Board is of opinion that the purpose of the Regulations will not be furthered by giving leave to the applicant to prosecute for the alleged contraventions of the Regulations at this time.

The application is accordingly rejected.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

A. MARCUS, Esq.	} for the
T. G. McMANUS, Esq.,	} Applicant.
A. I. SMITH, Esq., K.C.	} for the
F. W. WILKINSON, Esq., K.C.	} Respondents

Dated at Ottawa, August 26, 1947.

Between: Hull City Transport Limited, Applicant, and Canadian Brotherhood of Railway Employees & Other Transport Workers and J. E. Dore and L. Rivet of Hull, Québec, Respondents

The Board consisted of the Vice-Chairman and Messrs. Complin, D'Aoust, Deschamps, Hills and Mosher.

Reasons for Judgment

This is an application for leave to prosecute the respondents for alleged contravention of Section 20, Subsection (2), of the Wartime Labour Relations Regulations. This subsection provides:—

(2) Except with the consent of the employer, no trade union or employees' organization, and no person authorized by the union or employees' organization to act on its behalf, shall attempt, at the employer's place of employment during his working hours to persuade an employee to join the trade union or employees' organization.

The applicant company operates a bus service in the City of Hull and between that city and the City of Ottawa.

The applicant alleges that on several occasions individual bus drivers were delayed in starting their buses on schedule time by reason of solicitations by Messrs. Rivet or Dore, on behalf of the respondent union, made to such drivers to have them join the union. The applicant was unable to furnish the Board at the hearing with actual dates and times at which the incidents constituting the alleged offence occurred.

The respondent union denies that Rivet was ever authorized to represent it in connection with organizational activities of the union and claims that Dore, who is an accredited union organizer, was specifically instructed not to undertake during working hours organizational activities of employees of the company or on the company premises. On behalf of Dore, the allegations made by the company of organizational activities carried on by him among employees of the company during their working hours, were denied. The respondent union further claims that

organizational activities of another rival union during working hours among employees of the applicant have been permitted and encouraged by the applicant's officers. This is denied by the applicant.

At no time, either prior to or subsequent to the filing with the Board of the application for leave to prosecute, did the applicant take up with the union officers the matters involved in the present complaint, although the union maintains an office in the nearby City of Ottawa.

There are, at the present time, applications pending before the Board filed by the respondent union and by another rival organization for certification of bargaining representatives for the employees of the Company in respect of which a vote of the employees affected has been ordered by the Board.

In the circumstances of this case, the Board is of opinion that the airing of the complaint before the Board, which has served to bring matters relating to the complaint directly to the attention of the respondent, will serve the purpose of the Regulations, and the granting of leave to prosecute at this time is inadvisable.

The present application is accordingly rejected.

(Sgd.) A. H. BROWN,
*Vice-Chairman
for the Board.*

R. BEDARD, Esq., K.C.,
L. BISSON, Esq.,
for the Applicant.

M. W. WRIGHT, Esq.,
J. E. MCGUIRE, Esq.,
*for the Canadian Brotherhood
of Railway Employees and
Other Transport Workers and
J. E. Dore.*

Dated at Ottawa, August 26, 1947.

Conciliation Proceedings under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National), and, until May 15, 1947, such disputes in certain provinces were also referred to the Minister by the Provincial Boards in their respective jurisdictions. The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

I. Assignment of Conciliation Officers

During August, 1947, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:

Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service), and Union Steamships Ltd., and Seafarers' International Union of North America (AFL). G. R. Currie, Conciliation Officer.

Transit Tankers & Terminals Ltd., Montreal, P.Q., and Canadian Seamen's Union (TLC). R. Trepanier, Conciliation Officer.

II. Agreements Facilitated by Conciliation Officers or Applications Withdrawn

In the following cases, reports were received during August, 1947, from Conciliation Officers indicating the successful completion of negotiations with the signing of an agreement or the withdrawal of the application for intervention:

Lakehead Terminal Elevators Association, representing all elevator companies operating at Fort William and Port Arthur, Ont., and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). H. S. Johnstone, Conciliation Officer.

Oshawa Railway Co. (subsidiary of Canadian National Railways), and Oshawa Railway Employees' Union (Division 1255, Amalgamated Association of Street, Electric Railway & Motor Coach Employees of America) (AFL-TLC). J. S. McCullagh, Conciliation Officer.

III. Boards Established

During the month, a Conciliation Board was established to deal with a dispute between the following parties:

Canadian National Steamships (Pacific), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry Service), Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and Canadian Merchant Service Guild (TLC). G. R. Currie, Conciliation Officer.

III.A. Recommendations of Conciliation Officers Referred to Provincial Ministers of Labour

In the following cases, Conciliation Officers appointed by the Minister of Labour before May 15, 1947, to deal with disputes now falling within Provincial jurisdiction reported during the month of August that they had been unable to effect settlements of the disputes and recommended the establishment of Conciliation Boards and their recommendations were referred to the appropriate provincial Ministers of Labour:

Huxley Cartage Co., Ltd., Winnipeg, Man., and Truck Drivers' Unit, One Big Union. H. S. Johnstone, Conciliation Officer.

North Star Oil Co. Ltd., Winnipeg, Man., and Oil Workers' Union of Canada (CCL). H. S. Johnstone, Conciliation Officer (Vice R. H. Hooper).

IV. Boards Fully Constituted

Canadian National Railways (sleeping, dining and parlour car department). The Conciliation Board established to deal with a dispute between the Canadian National Railways (sleeping, dining and parlour car department) and the Canadian Brotherhood of Railway Employees and Other Transport Workers was fully constituted on August 29, 1947, with the appointment of Mr. Justice G. B. O'Connor, Edmonton, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, C. W. Johnstone, Montreal, and Professor J. E. L. Graham,

Winnipeg, who had been appointed on the recommendation of the employer and employees respectively.

V. Board Reports Received

During the month, Board reports were received in the following cases:

Canadian National Railways (Freight Handlers on Montreal Wharf) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC).

Canadian Pacific Railway Co. (Freight Handlers on Montreal Wharf) and Brother-

hood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC).

Fairfield & Sons Ltd. (St. James Plant), Winnipeg, Man., and Woollen Mill Employees' Unit, One Big Union.

Grimsby Stove & Furnace Co., Grimsby, Ont., and Local 805, International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (CIO-CCL).

Northern Electric Co. Ltd., Toronto, Ont., and Local 4, United Telephone Workers of Canada (CCL).

Report of Conciliation Board in Disputes between Canadian National Railways (Freight Handlers on Montreal Wharf) and Canadian Pacific Railway Co. (Freight Handlers on Montreal Wharf) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC)

On August 6, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Hon. Mr. Justice C. E. Guerin, Montreal, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, T. R. Meighen, K.C., Montreal, and M. W. Wright, Ottawa, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Union Representatives Before the Board

Mr. F. H. Hall, Vice-President
Mr. W. A. Rowe, General Chairman
Mr. J. O. Clark, Representative
Mr. A. Bergeron, Local Chairman
Mr. J. Burnett, Local Chairman

Company Representatives Before the Board

Mr. R. C. Johnston
Mr. P. E. Ayrhart
Mr. A. J. Lomas
Mr. J. F. Curran
Mr. M. A. Monahan

For the Canadian National Railways.

Mr. H. D. Brydone-Jack
Mr. S. M. Gossage
Mr. W. F. Tully
Mr. A. M. Sime

For the Canadian Pacific Railway Co.

The above mentioned Board of Conciliation, appointed by the Minister of Labour to act in respect of the dispute between the above parties, held its sittings at the Court

House in Montreal on July 11, 14, 15, 18 and 25, 1947. On July 14, the full Board visited the Wharf at Montreal where every opportunity was given to inspect the Wharf Freight Handlers and the Longshoremen while at work. The Board also visited the Freight Shed at Place Viger, in Montreal.

The interested parties have filed with the Board, as Exhibits P-1 and P-2, memoranda covering the contested clauses of the proposed draft of a collective agreement.

They have submitted four clauses to the Board in regard to which they have declared themselves as being unable to reach an agreement. As to the other contested clauses mentioned in Exhibits P-1 and P-2, the parties have declared that there is likelihood of agreement and they have agreed not to submit them to this Board.

The five (5) contested clauses submitted are:—

- (1) A demand for an hourly increase in wages of twenty (20) cents for all the employees represented by the Union;
- (2) A demand for a work-day of eight (8) hours instead of nine (9) hours per day for all the employees represented by the Union;
- (3) A demand by the Union for double-time instead of time-and-a-half for work performed on Sundays or any of the following holidays: New Year's Day, Good Friday, Victoria Day, Labour Day, Thanksgiving Day, Christmas Day;
- (4) A demand for an increase of fifteen (15) cents per hour for all work performed in Refrigerator cars and for handling bulk cargo;

- (5) An increase in the differential for night work from five cents per hour to one and one-half time the day rate.

I

Adjudicating on the merits, the disputes above mentioned were submitted to two previous Boards of Conciliation: one presided over by the Hon. Brooke Claxton, K.C., in 1938, and the other presided over by the Hon. Judge Coughlin, in 1940.

The same disputes were also considered in 1943 by the National War Labour Board.

It is evident from the briefs filed by the parties, that the same arguments have been raised before this Board as were presented to the previous tribunals.

However, there is a new factor proposed by the Union for the consideration of the present Board, viz.: the hours of work performed by the employees have been reduced from ten (10) hours per day to nine (9) hours, and, as a result, the employees have been deprived of one hour's pay per day.

The Union contends that the differential in earnings between the Wharf Freight Handlers and the local Freight Shed Handlers has been narrowed, and that the margin of wages established by the Claxton Report does not presently exist.

This Board is convinced that in spite of the increase in wage rates which had been directed by the National War Labour Board to be paid to all employees of the Railways, the Wharf Freight Handlers have suffered loss of earnings through the action of the Companies in having reduced the working hours.

The present Board also finds that the Companies did not grant to the Wharf Freight Handlers the increase allowed by the Claxton Report and confirmed by the other Boards, i.e., the Coughlin Board and the National War Labour Board. At the present time the Wharf Freight Handlers are paid by the Railway Companies eighty-one (81) cents per hour (Truckers-base rate) and the local Freight Shed Handlers are paid seventy-six (76) cents per hour. The Claxton Report recommended an increase of 7 cents per hour or a differential of 14 per cent over the local Freight Shed Handlers. (Summary of Claxton Report, LABOUR GAZETTE, November, 1938, page 1203.)

The Claxton Report has been well summed up by the Hon. Judge Coughlin in his Report, and the present Board takes as its own the reasons for the decision which are reported in LABOUR GAZETTE, November 1940, pages 1117-1118:—

It thus seems to us that the findings of one Board should not be lightly over-ridden

or modified by another. Only where new evidence discloses an error in the previous findings of fact, or where there has been evident application of a wrong principle or some other cause clearly invalidating the previous decision should, in our opinion, the right of revision be exercised.

We have carefully gone through the Claxton Report filed as Exhibit 1 in the Employees' brief. We have examined in particular its findings that:—

- (1) The rates payable to wharf freight handlers at ocean ports are governed by special agreements arrived at in the light of local as well as of more general considerations;
- (2) The settlement of the Montreal Wharf Freight Handlers' rates should be dealt with by this Board as a local question.
- (3) Among the factors to be considered should be:—
 - (a) the nature of the work;
 - (b) the conditions of employment;
 - (c) the rates paid for comparable work;
 - (d) In considering rates paid for comparable work the wages and conditions of work of the long-shoremen at Montreal and of the freight handlers at the Montreal railway sheds should be a guide to the Board;
 - (e) The seasonal nature of their employment distinguishes the work of the wharf workers from shed workers;
 - (f) The railways should be willing to pay to men of experience employed at the wharf throughout a seven months' season a higher hourly rate of pay than that paid to men at city sheds engaged in all the year round work of a somewhat less onerous nature;
 - (g) The work of the Wharf Freight Handlers is somewhat less laborious and considerably less dangerous than the work of long-shoremen.

(4) That for these reasons a proper addition was made to the hourly rate of Wharf Freight Handlers of 7 cents.

Having so considered the above findings we express our positive concurrence with findings Nos. 1, 2 and 3.

With respect to No. 4 we do not dissent. It may be that the increase should be less. It may be that it should be more. It is a recommendation of a properly constituted Board, logically arrived at, and based on properly found facts, and as such should stand. We therefore adopt it as our findings and recommend that the further increase of 4 cents be allowed. It is our opinion and recommendation that this rate take effect as of the date of this Report.

We are not bound by the decision above mentioned, but, as stated by the Hon. Judge Coughlin, "the findings of one Board should not be modified by another, unless new evidence discloses an error," etc.

With the exception of the new factor mentioned above nothing has been established before this Board to prove that the

Claxton Report was based on wrong principles.

The main reason advanced by the Union to obtain an increase of wages is the difference of rates between the wages paid to the Longshoremen and the rates paid to Wharf Freight Handlers. The difference in wage rates as between these two groups is now thirty-two (32) cents per hour.

We note that, in its Reasons for Decision, the National War Labour Board stated as follows (LABOUR GAZETTE, November, 1943, pages 1498-9):—

The Union based its case upon a comparison between wages paid to longshoremen at the same ports and those paid to the freight handlers. The Railways advanced an entirely different comparison, namely, that between these wharf freight handlers and the regular freight handlers on the railways at points where loading into steamships is not involved.

We have reached the conclusion that neither comparison is strictly correct. There has been a long established differential and a fairly considerable one between the wages paid to longshoremen and those paid to freight handlers. It appears that though at one time the differential was not very great, the spread has tended to widen in favour of the longshoremen. Naturally this has been the cause of a good deal of dissatisfaction among the wharf freight handlers. It appears that two Conciliation Boards in recent years have dealt with the situation at Montreal. The one under the Chairmanship of Mr. Brooke Claxton, M.P., in 1938 brought in a recommendation that the base rate should be increased by 7 cents per hour. The other under the Chairmanship of His Honour, Judge Coughlin, in 1940 made a similar recommendation; in fact, it seems to have simply adopted the Claxton Board Report. The Companies have only implemented the reports to the extent of granting a 3-cent increase although subsequently they paid a full cost of living bonus. The Claxton Board, judging from its report, went very carefully into a comparison between the work done by wharf freight handlers on the one hand and that done by longshoremen and ordinary railway freight handlers on the other. The conclusion reached appears to have been that the work of the wharf freight handlers was more comparable to that of longshoremen than the Railway Companies were prepared to admit. We have come to a similar conclusion. It seems to us that some extra degree of skill is probably required in the work of longshoremen but that the work of the wharf freight handlers is to some reasonable extent comparable with that of the longshoremen and of the ordinary freight handler as well. In the case of both the longshoremen and the wharf freight handler the work at these ports is seasonal which is not the case with the ordinary railway freight handler. It has become a fairly generally accepted practice for seasonal workers to receive a somewhat advanced hourly rate because the opportunity to work is less.

In the result, the National War Labour Board confirmed the recommendation of the Claxton Report.

This Board believes that it should accept the differential between the two groups established by the Claxton Report. This Board considers that the intention of the Claxton Report was to establish a differential between the Wharf Freight Handlers and local Freight Shed Handlers, and finds that this differential between the two groups does not exist at the present time.

The Claxton Report recognized a differential between the Shed Freight Handlers and the Wharf Freight Handlers of 14 per cent in favour of the latter. This Board accepts the principle established by the Claxton Board and recommends to the parties that this differential be maintained. In the present circumstances, a 14 per cent differential over the base rate for Shed Freight Handlers would be 10.64 cents or, accepting the fraction nearest to the half cent, 10½ cents per hour. The present differential is only 5 cents per hour. In order to attain the 14 per cent differential, the existing wage rates of the Wharf Freight Handlers should be increased by 5½ cents per hour. We so recommend.

II

The Board is of the opinion that the Union's request for reduction of the work-day from 9 hours to 8 hours with maintenance of take-home pay should not be granted. This Board feels, however, that the Union's request has its origin in a fear that the work-day may be still further reduced with consequent further loss of earnings. The Board understood at the hearing that the Railways would not reduce the work-day, at least for the present season.

III

The Board does not recommend implementation of the suggested rates for employment on statutory holidays.

IV and V

In view of the fact that the Board has been unable to reach complete agreement upon the requests for differentials for work performed in refrigeration cars and in handling bulk cargo as well as with respect to night differentials, it refrains from making any recommendations in connection with these issues.

The recommendations herein contained are to be effective as from the date on which application was made for a Conciliation Board. The Board is of the opinion that if no retroactivity is given, delay in conciliation proceedings would always be prejudicial to the interests of the employees.

All of which is respectfully submitted.

Dated at Montreal this 28th day of July, 1947.

(Sgd.) C. E. GUERIN,
Chairman.

(Sgd.) M. W. WRIGHT,
Member of Board.

Minority Report

To the Honourable,
The Minister of Labour,
Ottawa, Ont.

SIR:

The Board of Conciliation and Investigation appointed by you in the above matter to inquire into the dispute between the Railways and certain of their employees commenced its hearings in Montreal on July 11, 1947, at the Court House. On July 14, 1947, the Board visited the Montreal harbour and the Place Viger freight sheds, where they observed the work of longshoremen, wharf freight handlers and freight handlers in a local freight shed. The visit took the greater part of the day but the Board conferred at the Court House in the late afternoon. The Board met and conferred again on July 15, 1947, and on the following days considered the submissions which had been made to them and the nature and terms of the report to be submitted. In an unsuccessful attempt to reach agreement, a further conference had been arranged for July 18, 1947, which was attended by the chairman and the undersigned. Despite sincere endeavours to reach agreement, it was found impossible to reconcile our divergent views.

The representatives of both sides presented their case with great care and thoroughness and conducted themselves before the Board in the most commendable manner. The complete co-operation received from all parties was very much appreciated.

At the hearings, the employers were represented by:—

Canadian National Railways

R. C. Johnston, Director of Labour Relations.

P. E. Ayrhart, Assistant to Director of Labour Relations.

A. J. Lomas, General Superintendent, Montreal District.

J. F. Curran, Assistant Chief Clerk, Gen. Supt's Office.

M. A. Monahan, Freight Agent, Montreal Wharf.

Canadian Pacific Railway Company

H. D. Brydone-Jack, Manager of Personnel.

S. M. Gossage, Assistant Manager, Department of Personnel.

W. F. Tully, General Superintendent, Quebec District.

A. M. Sime, Dock Superintendent, Montreal Wharf.

And the employees were represented by:—

Mr. F. H. Hall, Vice-President.

Mr. W. A. Rowe, General Chairman.

Mr. J. O. Clark, Representative.

Mr. E. Bergeron, Local Chairman (CPR).

Mr. J. Burnett, Local Chairman (CNR).

The application on behalf of the employees, known as wharf freight handlers, proposed a number of changes in existing agreements. At the hearing, the representatives of the employees asked the Board to leave certain of the proposals for negotiation between the parties and to confine itself to the remaining proposals which are, in essence, the following:—

- (1) An increase in the basic rate of .20 per hour;
- (2) An increase in the differential for night work from .05 per hour to one and one-half times the day rate. If the present basic day rate is maintained, this means an increase in the night differential from .05 to .40½ per hour: if the proposal of the employees for a .20 increase in a basic day rate is applied, this would mean an increase in the night differential from .05 to .05½;
- (3) Abolition of graduated rates for checkers, paying all at the highest rate;
- (4) Double time instead of time and one-half for work during meal hours, Sundays and specified holidays;
- (5) A differential of .15 per hour for work in refrigeration and when handling bulk cargo;
- (6) Limitation of day work to 8 hours.

The main ground urged by the employees was an alleged relationship that they held should exist between their basic rates and those of longshoremen. A second ground was an alleged loss of take-home pay resulting from what they asserted to be a reduction in the usual day from 10 hours to 9 hours.

The main ground has been the subject of dispute between the employers and the employees for some years. The employees hold to the view that their work is similar to that of longshoremen and that their rates of pay and conditions of employment should closely approach those of longshoremen. The employers hold to the view that the work of the employees is similar to that of railway freight handlers in local freight sheds and that the rates of pay and conditions of employment of both should be the same.

It is quite true that the employees handle the same freight as the longshoremen: but the employees handle it between railway freight cars and the shed floor while the longshoremen handle it between the hold of a ship and the shed floor. The employees stow in a freight car while the longshoremen stow in the hold of a ship which is quite different.

With previous Boards of Conciliation which have considered the matter, I am satisfied that, in the words of the National War Labour Board, "there has been long recognition through the field of collective bargaining of a definite and decided difference."

It is equally true that every ton of freight placed in or taken from a freight car by the employees will be unloaded or has been placed therein by some workmen elsewhere. These workmen are freight handlers at local freight sheds or workmen employed by employers other than the railways; and the nature of their work can and does differ but little, if any, from that of the wharf freight handlers. The observation we were able to make of the work of the handlers at the wharf and those at a local freight shed indicated that, in general, the freight at local sheds was in the main lighter but involved longer hauls by hand truck and cramped space restricted the use of mechanical equipment: on the wharves, the freight was generally heavier but more mechanical aids were available.

The conditions of employment do, however, differ in that the handlers at the local freight sheds are steadily employed for twelve months in the year while the work of the wharf freight handlers is seasonal and intermittent.

By the process of collective bargaining over the years, an elaborate and definite wage rate structure has developed involving established differentials as between the many different classes of the thousands of employees of the employers. While I do not doubt for a moment the sincerity of the representatives of the employees in their assurance that they regarded this application as a purely local

matter, it appears to me inevitable that other railway employees do and will compare their wage rate with that paid wharf freight handlers. In the premises, it is both unreasonable and impractical to relate the wage rate of one class of railway employees to the wage rate of a relatively small group of employees of other employers rather than to that of other employees of the railways. In determining what differential one class of railway employees should enjoy over another, some guidance is certainly to be obtained from a comparison of the rates paid the former with rates paid comparable labour by other employers. I am satisfied, however, that the wage rates of any class of railway employees should and must be established by relationship to the wage rates paid other railway employees.

The basic wage rates for wharf freight handlers at Halifax is now .80½; at Saint John, it is .82. The basic rate of the handlers at local sheds is now .05 per hour less than that of the wharf freight handlers: what evidence has been given us indicated that the wage rate of employees of other employers doing similar or comparable work is generally less than that of the wharf freight handlers.

Although I entertain no doubt that Boards of Conciliation and Investigation are not bound by decisions reached previously by other Boards on similar problems, nevertheless the considered and reasoned opinions reached by other minds directed to the same inquiry are certainly to be examined and studied and a different solution that will disturb what has become established should be recommended only on substantial grounds.

The main ground of the employees was the subject of a careful study by a Board of Conciliation under the chairmanship of Mr. Brooke Claxton in 1938. The nominee of the employers, in a minority report, upheld their views. To the minority, on the one hand, "it was also clear from the nature of the work that the longshoremen must be exposed to greater risks of accident and injury than were the freight handlers" and they "felt that the longshoremen were doing work of greater difficulty and greater risk under worse conditions." On the other hand, when comparing the work on the wharves with that in local freight sheds, it was their conclusion "that the freight handlers and the conditions of work differed sufficiently in the two classes to entitle employees at the wharves to a higher rate of remuneration." Because they found the work of the employees to be seasonal and intermittent, while that of the freight handlers at local freight sheds

was steady for twelve months in the year, they concluded that "the fact that the work is seasonal is a factor to be considered in the light of present conditions" and that "the railways should be willing to pay something more than the rates established by themselves for very much more steady, all the year round, employment in a similar, though if anything, less difficult operation." At the time, the basic rate for wharf freight handlers and those in the local freight sheds was the same for truckers at .50 per hour. Weighing these various considerations, they concluded that "the higher rate of remuneration" the "something more" should be .07 per hour, expressing their opinion that "the railways should increase the rate from .50 to .57 per hour for truckers and should allow a similar increase to the other classes affected."

The railways declined to accept the minority report but subsequently granted a .03 per hour increase. Later the employees pressed again for an increase on the same ground and the dispute was again submitted in 1940 to a Board of Conciliation and Investigation under the chairmanship of Mr. Justice J. J. Coughlin. The nominee of the employers, in an exhaustive minority report, supported the stand of the employers. The majority recommended an increase of .04 per hour although the employees had asked for considerably more. It will be noted, particularly, that the majority recommended no greater increase than the .04 necessary to make the total of .07 recommended by the Claxton report although the difference between the basic rate of longshoremen and the employees had increased since the Claxton report from .27 to .32 in spite of the increase of .03 granted during the same interval to the employees. It specifically rejected a request for an additional .08 requested by the employees because of the recent increase in the rates of longshoremen.

The railways again declined to act on the majority report.

In 1943 the employees applied on the same ground to the National War Labour Board for an order to increase the basic rate by .22 per hour and again this Board also concluded in favour of an increase of .04 only to make up the total of .07. The Board ordered accordingly with effect from June 22, 1943 and the railways, as bound, complied. At this time, the difference in the basic rate (including cost of living bonus) between the longshoremen and the employees was .33 as against .27 at the time of the Claxton report and .32 at the time of the Coughlin report

In 1945, on a further application, the National War Labour Board found that:—

(c) to continue to maintain relationship of wage rates between the Companies' occupational classifications engaged in its freight handling operations at the Montreal and Saint John Wharves and similar occupational classifications engaged at local freight sheds, as established by the National War Labour Board's Finding and Direction in June, 1943, it would be fair and reasonable and consistent with the intent of War-time Wages Control Order, 1943, P.C. 9384 to adjust wage rates of the Companies' occupational classifications engaged in freight handling operations at Montreal and Saint John Wharves as requested by the application.

and it ordered accordingly, with effect from February 15, 1944. In express terms, the Board found that the relationship that had been established and was to be maintained was one with the freight handlers in local freight sheds and not one with longshoremen. At the time of this order, the difference between longshoremen basic rates and those of the employees had further changed to .28.

The above recital has been restricted to the matter of increase in basic rate. The following is a summary of the disposition by the majority of these two Conciliation Boards and the National War Labour Boards on matters submitted to them which were again submitted to us:—

Increase in night differential—Claxton report
—No recommendation. NWLB (1943)—
Rejected.

Abolition of graduated rates for checkers—
Coughlin report—No recommendation.
NWLB (1943)—Rejected.

Double time instead of time and one-half
during meal hours and on Sundays
and specified holidays—NWLB (1943)—
Rejected.

Differential of .15 per hour when handling
specified commodities—NWLB (1943)—
Rejected.

It is apparent that the previous Boards have consistently refused to relate the wages and conditions of work of the employees to that of longshoremen. They have refused to grant any of the differentials and overtime rates enjoyed by longshoremen and they have granted and maintained an increase bearing a constant flat relation to the rates of the handlers in the local freight sheds throughout a period when the differential with the rate of longshoremen varied continually and widely. Moreover, they have consistently assessed that relationship at .07 in basic rate in favour of the wharf freight handlers.

The only new factor in the dispute is the second ground raised by the employees. It

is not entirely accurate to say that the work day has been decreased. Present agreements do not provide for a fixed number of hours of day work per day. They provide that hours of service shall start between 7 a.m. and 1 p.m., that day hours shall be between 7 a.m. to 6 p.m., and that the night differential shall be paid for work during night hours from 7 p.m. to 5 a.m. But there is no agreement that the men each day shall work a fixed number of day hours or a fixed number of night hours. They are granted a minimum of three hours pay when called to work. Their work is admittedly intermittent; and they are compensated for the intermittent nature of their work by a greater basic rate. One of the important factors justifying the increase of .07 in the rate was the intermittent nature of the work. The work available and the hours for such work are largely governed by the time of arrival and departure of vessels and by the time of the longshoremen to load and unload them. Because the longshoremen in 1946 commenced day work of loading and unloading vessels at 8 a.m. instead of 7 a.m., work was not available for freight handlers before 8 a.m. so that the practice was adopted of calling them for work not before that hour.

It does not necessarily follow that because day work, admittedly intermittent, commences an hour later than formerly, the total number of day hours worked is inevitably less. It may well be the consequence that the men work an hour later than they would have worked otherwise; and that an extra hour may be added to night work at a higher rate of pay. Moreover, in respect to intermittent work, a day is not a suitable unit from which to calculate take-home pay. With a given amount of work available, a daily starting time one hour later may well simply result in spreading the work over a greater number of days, or avoid a lay-off before more work becomes available by the arrival of another vessel. No facts were given us to establish that in fact take-home pay was less: what few figures were given indicated the contrary.

In principle, where work is seasonal and intermittent, basic rates cannot be varied as work is available. There would be as much reason to increase basic rates by reason of a slack season as there would be to increase them by reason of a later starting time.

I, therefore, conclude that the second ground has not been established as a factor to justify an increase in basic rates.

On the whole, I conclude that, although I might have been persuaded to a contrary conclusion in an original consideration of the problem, there are good grounds to hold that the employees are entitled to a higher rate

of pay than the handlers in the local freight sheds. The grounds to the contrary are not sufficient to warrant that I should now differ from the opinion of previous Boards.

The precise assessment of the amount of that extra compensation is a matter of great difficulty. There are good grounds to support the assessment of previous Boards which has become established, I do not find substantial grounds to differ either way, and, therefore, I am persuaded to maintain the differential of .07 with the basic rate paid handlers at local freight sheds. Due to the incorporation, in February, 1944, of a cost of living bonus, which was determined in a weekly amount, in basic rates of pay on an hourly basis, the basic rate of pay of the employees was then increased .08 per hour whereas that of the handlers in local freight sheds, working less hours per day and week, was increased .10. Accordingly the differential dropped to .05. To restore it, an increase of .02 per hour is necessary.

The ground advanced by the employees in support of the request for double time, for the increase in the differential for night work, and for the differential for handling certain commodities, was the comparison with longshoremen. That comparison I find unfounded. I am satisfied that the rates of pay of the employees must be related to other employees of the railways and not to the longshoremen. Consequently, with previous Boards, I am not persuaded to recommend these changes.

The proposal for the establishment of a day of eight hours service during which day rates would be paid is so inextricably bound up with the proposal for an increase of .20 in basic rate (this increase being designed to insure the same take-home pay for eight hours work as was previously earned for 10 hours work) that, having concluded not to recommend the one, I similarly conclude as to the other.

I see no reason not to follow the other Boards as to the proposal to abolish graduated rates for checkers. Indeed, this proposal was very sketchily dealt with before us.

In view of all the facts and the circumstances submitted and according to the merits and substantial justice of the case, I am of the opinion:—

- (a) That the employees have substantiated their proposal for an increase in basic rate to the extent of .02 per hour;
- (b) That they failed to substantiate their proposals for any greater increase as well as those for other changes.

Montreal, July 21, 1947.

(Sod.) T. R. MEIGHEN,
Member.

Report of Conciliation Board in Dispute between Fairfield & Sons Ltd. (St. James Plant), Winnipeg, Man., and Woollen Mill Employees' Unit, One Big Union

On August 11, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Honourable Mr. Justice A. K. Dysart, Winnipeg, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, F. G. Thompson and Andrew Scoble, both also of Winnipeg, appointed on the nomination of the employer and employees, respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

We the undersigned, being the members of the Board of Conciliation appointed by you on the 9th day of May, 1947, to "endeavour to effect an agreement between the parties" above mentioned "on the matters on which they have not agreed,"—having now done all that seems to us practicable in the premises, beg leave to submit herewith our report.

The "matters on which the parties had not agreed" were, chiefly (1) whether or not the Company should enter into a collective agreement with the Union, and (2) the terms and conditions which ought to be embodied in such an agreement.

At those of our meetings at which the parties attended, the Company was represented, generally, by H. C. Fairfield and J. L. M. Thomson; and the Union, by R. B. Russell, and W. Frenchuk and others.

Throughout our proceedings, the Union Spokesmen exhibited an earnest though conciliatory desire to bring about an agreement. The Company's representatives displayed a willingness to discuss upon its merits every question at issue relating to the terms and conditions of employment, but asserted from the outset that the Company would, in no circumstances whatever, sign a collective agreement. With a few brief interludes, the discussions were conducted with mildness and cordiality.

The problem presented to the Board was not an easy or hopeful one, as appears from the history of the dispute. Briefly that history is that on March 5, 1947, the Union, having lately organized, and secured the certification of its bargaining representatives, requested the Company to enter into negotiations for a wage agreement, and submitted a draft agree-

ment as a basis for negotiations; that, receiving no satisfactory response, the Union successfully applied to have Mr. H. S. Johnstone, Industrial Relations Officer, Dominion Department of Labour, located at Winnipeg, intervene in the dispute; that Mr. Johnstone's efforts to bring about an agreement, as appears from his Report to you of May 6, 1947, were frustrated by the "adamantly maintained" refusal of the Company to commit itself to any agreement, and by the unusually "small measure of agreement" existing between the parties as evidenced by the fact that of the thirteen items or sections of the proposed agreement, the parties were in agreement on only one.

The Company's determination not to sign an agreement was reasserted at the outset, and left the Board with no alternative but to attempt, by general discussion, to ascertain how far the parties were in agreement upon the actual conditions affecting the labour relations between the parties.

This attempt was made in the hope that if substantial agreement could be reached on essentials of the relationship, the prospects of the Company's signing an agreement might be greatly improved.

As the basis for these discussions, we used the same draft agreement which the Union had submitted to the Company in March, and which had been used by Mr. Johnstone at his meetings. We went over this proposed agreement section by section.

By a process of dealing with the less controversial sections first, and leading gradually up to the more difficult ones, we were able to bring the discussions finally up to a dispassionate objective level. The compromises made in respect of the easier sections, paved the way for compromise on the harder ones. In all this the Company adhered, generally, to its established practices but made many minor alterations to meet the Union's wishes; the Union, on its side, abandoned some sections of the draft agreement altogether and accepted substitutes for others. On the important section dealing with classifications of employees and their respective rates of wages, the parties finally came to complete agreement on the Company's terms.

For the purposes of record, we attach as an Appendix to this Report, a summary—quite full and complete—of these discussions, and of the disposition made of the respective sections.

It should be noted that the parties came to agreement in eleven of the thirteen sections.

One result of our efforts is that there now remains between the parties no dispute at all relating to working conditions or rates of pay. Every point of dispute has been settled except that of entering into a written collective agreement.

Understandably the Union desires to have an agreement in writing—for the sake of security. P.C. 1003 10 (1) seems to give them the right to expect it. We must add, too, that Mr. Russell sought, by conciliation and compromise, to induce the Company spokesmen to see and accept his point of view. His efforts in that behalf were at the conclusion of our discussions, strongly supported and supplemented by members of the Board but all our efforts failed to move the Company from its adamant resistance.

The Company has its own reasons for this attitude. Some of them are well founded—others ill founded. It points out that the "St. James Plant" is a comparatively new venture by the Company; that it is not yet firmly established or rooted; that the majority of its daily employees are unskilled transients who can have no interest in the eventual success of the venture because they come and go when they wish; that for these transients a collective agreement is not essential because they do not seek security here; that the more permanent employees do not need an agreement because the Company will continue its practice of treating them fairly and equitably; and finally that the Company fears and resents dictation from any outside group of Union bosses—a dictation which it thinks is not in the best interests of either the Company or these employees.

Appraising these reasons, we are satisfied (1) that the Company's fears of outside domination have no foundation in the One Big Union, because this Union is organized upon the principle that each group of workers—each plant—shall be self-governing and free from all outside control; (2) that the enterprise is surely becoming sufficiently well established to warrant an agreement. This view is based partly upon the attitude of the Company as expressed by Mr. J. L. M. Thomson in his letter of March 8, 1947, to Mr. Russell in which he asks, not that consideration of an agreement be abandoned, but that it be deferred until about August of this year. August the first has arrived and nothing has happened to warrant a change in the Company's attitude of last March.

On the whole, we recommend that a collective agreement be entered into between these parties.

All of which is respectfully submitted.

(Sgd.) A. K. DYSART,
Chairman and Member.

(Sgd.) F. G. THOMPSON,
Member.

(Sgd.) A. SCOBLE,
Member.

Appendix

This appendix sets forth in summary the discussions of the parties which took place in the presence of us the undersigned members of a Conciliation Board, respecting each section of a proposed collective agreement then under consideration by the parties, together with the disposition made, or "measure of agreement" reached, upon each of the thirteen sections (or "clauses") of the said proposed agreement.

(Sgd.) A. K. DYSART,
Chairman and Member.

(Sgd.) F. G. THOMPSON,
Member.

(Sgd.) A. SCOBLE,
Member.

1. As to those clauses in the draft Agreement which provided for the "Duration" and for the "Renewal and Termination" of the Agreement (clauses 1 and 13 respectively), the Company refused to consider them at all. This they did on the ground that these clauses presuppose that an agreement would come into existence, whereas the Company will not bring it into existence.

2. The clause providing for the closed shop and check-off (clause 2) was so stoutly opposed by the Company that the Union withdrew the clause altogether. It is therefore eliminated from the draft. But both parties agreed that there will be no discrimination in favour of or against any person on grounds of membership or non-membership in the Union.

3. The clause governing the hours of work (clause 3) was agreed upon with some variations. As agreed to, it provides that

(a) Day shift shall be from 8 a.m. to 5 p.m. each day Monday to Friday, both inclusive, with one hour off at mid-day for lunch.

(b) Night shift shall be from 5 p.m. to 2 a.m. each day Monday to Friday, both inclusive with one hour off for lunch.

(c) Provision in the clause for a third shift was dropped, as the Company has no intention of establishing such a shift.

(d) For the office staff the work day is to consist of $7\frac{1}{2}$ hours exclusive of a half hour for lunch, every day Monday to Friday, both inclusive, and $3\frac{1}{2}$ hours on Saturday.

4. Overtime provisions (clause 4) were agreed to, with some alterations. As altered, the clause stands thus:

(a) Employees will not be required to work overtime unless impracticable to make other arrangements.

(b) Time and one-half will be paid for the first 4 hours worked over the regular working time in any one work week; and double time thereafter.

(c) Employees will not be laid off to balance overtime.

5. Regarding Seniority (clause 5) the parties agreed on the essentials thereof, namely, that:

(a) Seniority of all employees shall date from the time employees respectively last entered the service of the Company.

But as regards the Union's request that a Seniority List be annually posted or issued to the Union, the Company refuses to depart from its present practice of relying upon its office records. So this aspect remains unsettled.

6. Provisions for the Promotion of employees and Reduction of staff (clauses 6 and 8 respectively) were dealt with together. The parties were in substantial agreement upon this. Promotions are to be made in the order of seniority, coupled with skill, industry, efficiency, and fidelity; and staff reductions are to be made on the same principle in reverse.

7. The provision for Temporary Changes in Position (clause 7) was not agreed upon because of the difficulties of providing for the slight, though many, changes that from time to time are required of members of the staff in the conduct of their work. This difficulty is recognized by the Union, and this clause may be considered as abandoned.

8. The provisions for Vacation (clause 9) were agreed to, with changes in form suggested by the Board. As changed, they stand as follows:

All employees will receive or be allowed, with full pay, in each year,—

(a) *Vacations,*

After 12 months' service: One (1) week.

After 2 years' service: Two (2) weeks.

(b) *Statutory Holidays,*

All the statutory holidays prescribed by the Manitoba Interpretation Act. To this the Company adds voluntarily the Civic Holiday of the City of Winnipeg.

9. Provisions governing Working Conditions (clause 10). This subject led to some pointed discussion; the Company representatives stating that as in the past, so in the future, the Company will live up to all the regulations governing working conditions as may be prescribed by law in Manitoba. They referred to the Regulations, particularly No. 947. As these Regulations are more extended than the provisions of the draft Agreement, and are all that are thought desirable, the Union agreed to accept them in lieu of clause 10.

10. Provisions for Grievance Committee (clause 12) were opposed by the Company representatives. They say their practice has been, and will continue to be, to deal with each employee fairly and equitably; to hear and discuss any grievance or complaint of any employee or group of employees personally or with the solicitor, agent, committee, or Union, with the object of satisfying all concerned. But the Company will not recognize any "Grievance Committee" as such. This position is satisfactory to the Union.

11. The only remaining clause (clause 11) is that dealing with the classification of employees, and the Rates of Wages attaching to each class.

The classifications set forth in the draft agreement were found to be inaccurate. The Company representatives, at our next meeting, then brought in a new record of classification, but this also was found unsatisfactory. Finally, at the suggestion of the Board, another classification was prepared, and was acceptable to both parties. It sets forth each class of employment, with the number of employees in each—both male and female—and the rates of wages now paid to each employee therein. When this was fully discussed and considered, item by item, it was accepted by the Union representatives as satisfactory in every detail. It is fair to say, however, that a few of the wage rates were considered by the Union to be a little low, but this was more than offset by other items in which the wage rates were higher than the Union had requested.

Report of Conciliation Board in Dispute between the Grimsby Stove & Furnace Co., Grimsby, Ont., and Local 805, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (CIO-CCL)

On August 30, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, J. T. Weir and J. S. Midanik, both of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:

The Board of Conciliation appointed by you met at Toronto on May 29 and 30, 1947, with Mr. R. E. May, Counsel for the company and Mr. Charles Tanner, representative of the International Union (UAW-CIO), and subsequently on June 6, 1947, again with Mr. Tanner and with Mr. T. A. Sims, President and General Manager of the company.

The matters in dispute, as originally submitted to the Board, were as follows: Recognition; Reservation of Management Rights; Plant Committees; and Seniority. But this list would seem to be incomplete in light of the views expressed by the parties to the Board.

The company has some forty employees and is engaged in the manufacture of Quebec heaters, small cook-stoves and warm-air furnaces at Grimsby, Ontario. No foremen or managers are employed, all supervisory work being performed by the owners, Messrs. T. A. Sims and A. M. Aiton, who are on a first-name basis with the employees. The operations of the company for the past thirteen years, while under its present management, have been seasonal not only because of lack of materials or orders but also because a large number of employees own small fruit farms and must attend these full time for part of the year. In fact, the company is at present shut down due to a steel shortage.

On October 11, 1945, union representatives were certified as collective bargaining agents by the Ontario Labour Relations Board following a vote. Negotiations were then entered into and a collective bargaining agreement was signed on December 12, 1945, for a period of one year. This agreement provided for a voluntary revocable check-off,

and was, in terms, similar to most collective bargaining agreements containing the usual provisions as to recognition, reservation of managements rights, grievance procedure, plant committee, arbitration, seniority, transfers and promotions, overtime, vacations with pay and wage rates. This agreement was in effect until its expiry date, December 11, 1946. It was not renewed and from that time there has been no collective agreement in force in this plant. Subsequent negotiations took place without any success, culminating in the establishment of this Board.

In the hearings before this Board it was apparent that the parties were apart not only in the details of a collective agreement but also in their viewpoint as to the fundamental principles underlying collective bargaining.

The company's position, as advanced first by Mr. May and subsequently by Mr. Sims, was that there were special circumstances peculiar to this case which made it inappropriate to enter into an agreement similar to the previous one. The basis of this contention was the smallness of the company, the very close personal relations between employer and employee and the fact that the company continuously competes for the employee's services against the use he can make of his own time on his own farm. This latter contention is particularly applicable to the more highly skilled workers in the plant, and the management contends that they must be in a position to pamper such employees even at the expense of the usual seniority clauses and other rights accorded to all workers.

The company also feels that there is no necessity for a union in this particular plant and that some of the more highly skilled workers whose services the company wishes to retain at all costs are not in sympathy with the union, that the union has tended to alienate such employees and caused them either to seek work elsewhere or to devote more time to their farms. The company also submitted that employer-employee relations have deteriorated considerably since the union has come into the plant and that the union has done nothing for the employees except create strife and bad feelings.

However, the company did indicate that it was willing to sign some sort of contract. The Board feels that such willingness was in effect nugatory, as the provisions to which the company would agree would result only in an emasculated and meaningless collective

bargaining agreement. For example, the Board finds it difficult to ascertain the value of rehiring, promotion and seniority clauses which would take these matters out of the realm of bargaining and grievance procedures and leave them completely at the whim and discretion of the company. It is regrettable to the Board, but it seemed that the company's attitude was, in the main, to concede to the union only such provisions as the law would compel them to incorporate in an agreement.

The union's position is that it is the certified collective bargaining agent of the employees, and is entitled to have the company bargain collectively with the union representatives in good faith. The union requests that the company enter into an agreement similar, except in minor details, to the agreement previously in force between the two parties.

The union emphasized that this agreement is similar in terms to many other plants both in the Niagara district and throughout Canada. It was pointed out that the union security requested here was only a voluntary, revocable check-off and that such provision, or more stringent variations, were common clauses in agreements. The union felt that the company was adopting the outmoded attitude that it was not the business of the employees or of the union to "interfere" in any way with management's prerogative of unilaterally fixing wages, hours and working conditions.

The Board endeavoured to conciliate the differences between the parties, but has not succeeded in reconciling them as to matters of

principle. Public policy, as indicated by legislation, conciliation board reports, and the majority of employer-employee relations throughout the country, would seem to indicate clearly that bargaining collectively in good faith and a resultant collective bargaining agreement giving employees substantial rights is good industrial relations. The company's submission that there were special circumstances in this case has been dealt with. In view of all other circumstances, the Board is of the opinion that the company's attitude is not entirely warranted, and the Board does not agree that an appropriate collective bargaining agreement should be limited to the terms suggested by the company.

The conflicting viewpoints of the parties are such that the Board can see no point in making detailed recommendations as to the clauses which should be included in any collective bargaining agreement between the parties although it is the opinion of the Board that the agreement previously in force is not an unreasonable one and, with some simplification and certain minor changes, it is one which could well be signed by the company.

Although the efforts of the Board appear to have been fruitless, it wishes to express its appreciation of the frank and courteous attitude of all parties to the negotiations.

All of which is respectfully submitted, dated this 28th day of August, 1947.

(Sgd.) A. COCHRANE,
Chairman.

(Sgd.) J. T. WEIR,
Employer's Nominee.

(Sgd.) J. S. MIDANIK,
Employees' Nominee.

Report of Conciliation Board in Dispute between Northern Electric Co. Ltd., Toronto, Ont., and Local 4, United Telephone Workers of Canada (CCL)

On August 1, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: J. D. McNish, K.C., Toronto, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, C. W. Findlow and Elroy Robson, appointed on the nomination of the employer and employees respectfully.

Final Report

Toronto, Ont.,
July 31, 1947.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Re: Northern Electric Company

Dear Mr. MINISTER:

I have been notified that the parties have now reached an agreement on all points

formerly submitted to the Board of Conciliation. Our previous report which was forwarded as an interim report may now be treated as the final report of the Board of Conciliation.

Yours truly,

(Sgd.) J. D. McNISH.

Interim Report

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation established to deal with the above dispute begs to submit its report.

The Board met the parties in Toronto on May 23, 1947. The Company was represented by—

Mr. H. McD. Sparks, Manager Industrial Relations.

Mr. J. R. Sim, Manager Toronto Telephone House.

Mr. W. Gerard, Personnel Supervisor Toronto Telephone House.

Mr. C. A. Peachey, Works Manager—Montreal.

Mr. C. H. Sprague, Division Superintendent Industrial Dept., Western Division.

And for the Union—

Mr. R. G. Geddes, General Representative.

Mr. Gerrard Hawkshaw, Mr. David M. Erskine, Mr. Alex Allman, Mr. Oban Pezzack, Members of Bargaining Committee.

On this date the Board heard detailed representations from both parties and at the conclusion of the hearing the parties requested an opportunity to explore further the possibilities of reaching an agreement between themselves and requested that they be given until May 29 for this purpose. Unfortunately on May 28 the Board was advised by the parties that they had been unable to reach a settlement.

The Board then proceeded to deal with the matters in dispute. The members of the Board received with their appointment a report under date of April 3, 1947, from H. Perkins, Industrial Relations Officer, to the Minister of Labour for the Province of Ontario. In this report it was stated that there were nine items then in dispute between the parties and unsettled. However, when the parties appeared before the Board on May 23, 1947, it was agreed by them that only four matters were actually in dispute and with which the Board was called upon to deal, viz.:—

1. Wages.
2. Union Security.
3. Vacations with pay.
4. Overtime.

The Company operates plants in both the City of Montreal and in the City of Toronto and has a total payroll of approximately 13,000 employees. The Union was certified as the bargaining agent for both hourly rated and office employees on the 28th of August, 1946 by the Ontario Labour Relations Board which certification was confirmed by the National War Labour Board upon appeal by the Company.

It appeared from the aforementioned report of Mr. Perkins that in so far as the office staff was concerned the Company had in hand a job evaluation program which was not then completed. At the hearing before this Board the parties agreed that all questions relating to the office staff should be left in abeyance to be dealt with by this Board in the event

that the parties could not reach an agreement when the job evaluation then in progress had been completed.

Upon this agreement the Board then proceeded to deal with the matters in dispute affecting hourly rated employees of whom 385 were affected and 300 of whom were members of the Union.

WAGES

While there were only 385 members of the Union in Toronto affected by this dispute, the Company has 13,000 employees in the Toronto and Montreal plants. The Board took this into consideration in arriving at its conclusions. The Company has a complete schedule of job classification and rate ranges and the Board had the benefit of considering this schedule.

It appeared from the evidence submitted that since the 16th of February, 1944 only two general increases in wages had been given by the Company to its employees (that is other than increases to individual employees within their rate classification and through merit promotion). As of September 2, 1946, the working hours were reduced upon the initiative of the Company from 48 to 40 hours and at the time this was done an over-all increase in wages of 10 per cent was then given to all of the Company's employees.

Negotiations between the Company and the Union for an agreement were commenced at the beginning of January, 1947. The Union at that time demanded wage increases of 15 cents per hour for highest rate employees, 17 cents per hour for the next class of employees and 19 cents per hour for the lower paid employees. During the negotiations the Company granted a general increase to all of its hourly rated employees of 7 cents per hour, effective as of January 1, 1947. It appeared that during negotiations some compromise suggestions were made but no agreement was reached. When the matter came to the Board the Union demanded an over-all increase of 13 cents per hour. The Union submitted figures to show that between February 16, 1944 and April 28, 1947, the weekly earnings of the lowest rated worker showed only a 64 cent gain, for the average rated worker no change and for the highest rated worker an 88 cent loss.

This question of wages was dealt with at some length at the hearing by the representatives of both the Union and the Company and at the subsequent sittings of the Board was studied exhaustively by the respective members. The members considered wage rates and classifications in force in what were alleged to be comparable industries and

considered fully the varying degrees of skill required for the respective jobs. After this thorough study and discussion by the members of the Board, the members were unable to reach a unanimous decision.

The majority of the Board consisting of the Chairman and Mr. Robson were of the opinion that the employees affected by this dispute were entitled to some increase in wages. They felt that this was necessary for these employees to meet the rising cost of living. They felt that these employees had not benefited from wage increases to the same extent as employees in industry generally throughout Canada since the 16th of February, 1944, until the present time and that at their present rates of pay they were suffering hardship as a result of the increased cost of living. They considered it very significant that the weekly earnings of these employees had not increased since February, 1944, even after the aforesaid increases granted by the Company. After taking all factors into consideration, the Chairman and Mr. Robson were of the opinion that a further increase of 8 cents per hour should be paid to all hourly rated employees affected by this dispute effective as of the 1st of April, 1947, and they so recommend.

Mr. Findlow could not agree with the other members of the Board on this question and submits a minority report which is attached hereto as Schedule "A".

UNION SECURITY

The Union has demanded the inclusion of a union shop clause in any agreement to be entered into between it and the Company and submitted its reasons therefor. The Company, for reasons given by them, objected to the inclusion of such a clause or to any other form of union security. The Company was, however, prepared to agree to a voluntary check-off clause.

None of the members of the Board were prepared to recommend the inclusion of the union shop clause but all were prepared to recommend the inclusion of the voluntary check-off clause. Mr. Findlow submitted that as this union had only been certified as the bargaining agent on the 31st of August, 1946, the first negotiations with the assistance of the bargaining unit only commenced in January of this year and so far no agreement had been reached, that it was inadvisable at the present time to include any type of union security clause in the agreement.

The Company's objection to any form of union security was based on principles no doubt sincerely held and very positively stated. The majority of the Board consisting

of the Chairman and Mr. Robson were in favour of the principle behind union security in some form and felt that even though this was the first agreement between the Union and the Company, the Company's objections would be as strongly held at the end of one year as they are today.

The Chairman and Mr. Robson are agreed that a maintenance of membership clause in the following terms should be incorporated in the agreement and do so recommend.

it is agreed that all present members of the union must retain their membership. Any present employees who are not now members but become members must retain their membership. All future employees, as a term of their employment, must become members of the union within six months from the date of their employment for the term of this and any subsequent agreement.

They make this recommendation as they are convinced that where membership of a union is secured, all the many frictions which often occur between union and non-union men in the same employment are avoided, no suspicion could arise that there has been discrimination by management between union and non-union workers and it removes any temptation from union leaders to whip up manufactured grievances in order to insure a wider interest in the union. They believe that a maintenance of membership clause not only helps to stabilize the union and assist it in becoming a permanent business agent for the employees in bargaining with the Company but it also stabilizes the relationship between the Union and the Company. The Union is democratically organized and at general meetings all members have an opportunity to express their views on union policies. The compulsory element in membership has, therefore, its compensation in that the employees have the opportunity to influence the action of their bargaining unit, an opportunity which is, of course, denied to them if they are not members of the union.

Mr. Findlow for reasons which he has set forth in Schedule "A" hereto dissents from the recommendation made by the other members of the Board upon this question.

VACATIONS WITH PAY AND OVERTIME

The Company and the Union were in substantial agreement on these items and the evidence with regard to the other items not agreed upon was not sufficient for the Board to recommend anything further than what the parties had already agreed upon. They accordingly recommend that any other matters beyond those agreed upon should be left for future negotiations.

All of which is respectfully submitted.

(Sgd.) J. D. McNISH,
Chairman.

(Sgd.) ELROY ROBSON,

(Sgd.) C. W. FINDLOW.

Minority Report

WAGES

I regret that I am unable to join in the recommendation made by my colleagues with respect to wage increases for the employees concerned in the dispute which was referred to us for conciliation.

As stated in the majority report the members of the Board examined the company's wage structure at some length, and made comparisons with the wage structures of other comparable companies in the same industry.

In my view the result of this study amply demonstrated that the rates of wages paid by Northern Electric Company which were the result of settlements made in September, 1946, and in January, 1947, are eminently fair in comparison to the rates of wages paid by other comparable companies. When comparing wage schedules, it is essential that such comparisons be made on a current basis, and not restricted to any specific adjustment increments which may have applied to a comparative wage schedule at any particular period.

It is my view that the employees' claim to a wage increase in this case should have been resolved by negotiation for the purpose of determining what further increase was justified in view of the increase in the cost of living which has occurred since January, 1947.

On this basis it is quite evident that an increase of 8 cents per hour is not justified. The actual amount of the increase could best be determined by the parties themselves, and I have no doubt that they would have been able to agree on an amount if the union had not persisted in attempting to improve now upon settlements which were satisfactory in January, 1947, to the parties then concerned.

My colleagues also attempt to justify their recommendations by reference to changes in net weekly income of the employees concerned.

I do not agree that they have made a proper comparison, and I would point out that out of the 385 employees concerned in this case, 32 per cent of them have been employed within the past eight months, and these new employees are still progressing through the company's automatic rate progression program, and it is not fair to compare the present average rate of the large group with

the average weekly income of this smaller group as of February, 1944.

If a proper comparison is made by taking those employees who were employed in February, 1944, and comparing their present weekly earnings with the earnings as of that date a much more favourable picture is presented.

In any event I fail to understand why my colleagues place such emphasis upon weekly earnings or weekly take-home pay in this case, due to employees having been granted a 40-hour week instead of the previous working week of 43½ or 43¾ hours which was in effect immediately prior to the inauguration of the 40-hour week, inasmuch as this arrangement maintained the weekly take-home pay, with employees receiving in addition, payment for eight statutory holidays.

If the situation were reversed and the Northern Electric Company was seeking to justify present hourly rates of wages by comparing income on a 48-hour basis with the income of employees generally on a 40 or a 44-hour basis I feel quite sure that my colleagues would not consider the comparison appropriate.

In my view it is equally inappropriate in this case where the company has reduced the working hours to 40; and the only proper test in considering the question of whether employees of this company have fared as well as employees in industry generally is to compare hourly rates of employees now engaged as against the rates of the same employees at an earlier period.

On the matter of wages, therefore, I must dissent from the recommendations of my colleagues, and I recommend that the parties resume negotiations in an attempt to determine what actual rate increase would be justified in view of the increased cost of living since January, 1947; further, in view of the fact that an increase of 7 cents per hour became effective on January 7 last, it would seem only reasonable that any further increase agreed upon be made effective, not earlier than six months from that date.

UNION SECURITY

I am also unable to agree with the recommendations made by my colleagues on this Board with respect to union security. My colleagues state that they are in favour of the principle behind union security in some form. With great respect I would point out that they have failed to state that principle, and I can only presume that they mean that all employees are ultimately to be compelled to join a union whenever it achieves collective bargaining status.

The following excerpt taken from the company's brief expresses a point of view with which I find myself in complete agreement.

From their inception Labour Unions have fought ceaselessly for the right of the individual to join a Union, free from fear of reprisals on the part of his employer. Having achieved this right, supported by adequate legislation, a Union Shop agreement would now deny the right of an individual to abstain from Union membership without suffering automatic reprisals from both Union and Company. In entering into such an agreement Management would be signing away some of the rights and freedom of individuals; rights similar to those fought for by the Unions themselves; rights not only of employees but of all potential employees. The authority of Management to do this can be challenged seriously on moral grounds.

Quoting further from the company's brief, the following is also very pertinent to this case.

It is evident that Labour Legislation enacted in recent years has favoured, encouraged, and assisted Unions. However, it is extremely interesting to note the views of the Dominion Government with respect to "excluding any citizen from employment because he does not belong to a particular Union."

The following is a quotation:

THE LABOUR GAZETTE
MARCH, 1945

GOVERNMENT POLICY ON LABOUR RELATIONS IN
CROWN COMPANIES

The Canadian Government has issued a statement of policy regarding labour relations in Crown Companies, the text of which is as follows:—

1. The Government's attitude, in the following respects, is the same whether a company is publicly or privately owned.

(a) concerning the right of Labour to organize;

(b) concerning any agreement between management and a union so long as it is not contrary to the public interest.

2. In private companies, the content of a collective agreement is a matter to be determined by the management and labour in the light of conditions affecting the particular industry.

In Crown companies, the content of an agreement is likewise a matter to be determined by the management and labour on the same principles.

3. Broadly speaking, except where provision is made for preferential treatment, as in the case of war veterans with overseas service, all citizens of Canada have equal rights in the matter

of employment in government undertakings. As Crown companies are owned by the public, their directors are expected to be careful to see that no provision is included which would create discrimination as between one employee and another, or which would have the effect of excluding any citizen from employment therein because he does not belong to a particular Union.

I would require some very tangible and concrete evidence that the program advocated by my colleagues, would be beneficial to industry before I could subscribe to such a principle. There has been no such evidence presented to us, and in any event in the present instance there would be little basis for discussing even the general principles involved.

The situation in this case is simply one where approximately 3 per cent of the company's total working force has chosen bargaining representatives different from those which represent the bulk of the company's employees.

A major issue with respect to the basis for settling wage rates has developed between the representatives of this small group of employees and the company. Under these circumstances my colleagues have suggested that the company should assist the representatives of this small group in their organizing campaign.

It is quite evident to me at least that the union involved in this case is attempting to make collective bargaining the means for the organization and expansion of the union instead of making of the union the means for assisting the employees to bargain collectively with the company.

In my view it is absurd to suggest that while the company and the union find themselves in substantial disagreement on wage policy that the company should be asked to assist the union in its organizational activities.

I am convinced that if the union in the present case had taken a more realistic view of its bargaining position that it could have resolved the wage differences between the company and itself as indicated above, and that they would not have put forward any claim for union security.

All of which is respectfully submitted.

(Sgd.) C. W. FINDLOW.

Appointment of Industrial Disputes Inquiry Commissions under Wartime Labour Relations Regulations, P.C. 1003

Canada Steamship Lines, Ltd., Colonial Steamship Co., Ltd.
and Sarnia Steamship Co., Ltd.

THE August issue of the LABOUR GAZETTE contained a report of the appointment of Mr. Leonard W. Brockington, K.C., C.M.G., of Ottawa, as an Industrial Disputes Inquiry Commission in connection with

differences between the Canadian Seamen's Union and Canada Steamship Lines, Ltd. of Montreal, P.Q., and the Colonial and Sarnia Steamship Companies, Ltd., of Port Colborne, Ont.

The dispute arose out of the alleged non-fulfilment of the terms of a collective agreement entered into between the parties on September 3, 1946. There were three main issues involving preferential hiring of members of the Canadian Seamen's Union, grievance and arbitration procedure, and the issue of passes to duly appointed shore delegates.

In his conversations with the parties and again in his report to the Minister of Labour, the Commissioner proposed the following formula as the basis for a settlement:—

1. "All public recriminations concerning alleged breaches of the Agreement of September 3, 1946, shall be discontinued.

2. "The acceptance of the terms of this proposed settlement shall be without prejudice to the right of either party to advance any argument in the case of renegotiation of the present Agreement or the negotiation of a new one.

3. "In the matter of so-called preferential hiring both parties agree to abide strictly by the terms of the Agreement dated September 3, 1946. The Company, on its part, will re-instruct its Masters and Chief Engineers that the Agreement is to be strictly fulfilled while the Union reiterates on its part its willingness and determination to make available to the Company competent personnel when so requested and to permit no discrimination in the matter of the hiring of available men against either of the Companies concerned in the present dispute.

4. "In case of grievances that may arise out of the Agreement in the future, both parties agree to follow the procedure laid down in the document dated September 3, 1946, or by mutual consent hereby given to refer the matter in dispute for final decision to the present Commissioner whom both parties desire to continue in office and exercise general powers of mediation to the end of the term of the Agreement.

5. "In the matter of shore delegates, it is agreed between the parties

(a) that every shore delegate shall be a citizen of Canada;

(b) that the Union, in making application for a pass will provide information concerning the name and address of the delegate, the fact of his Canadian citizenship and the office, if any, which he holds in the Union.

6. "The proposed shore delegate shall sign or cause to be signed and shall present to the Company a waiver in a form acceptable to the legal advisers of both parties indemnifying the Companies against liability in the case of his injury or death. In addition, the

proposed shore delegate shall agree in writing that during his visit to the ship he will not engage in any political activities or propaganda nor in advocating nor in attempting to further any political system or ideology, whether Communistic or otherwise, nor in fact, in any activities other than the receipt of Union dues, the hearing of grievances, and what is generally recognized as legitimate Union business.

7. "It is understood and agreed that any breach by any shore delegate of the provisions of the last preceding paragraph may be followed by an immediate cancellation of the pass and in addition to the cancellation of the pass, the Union will take disciplinary measures.

8. "Both parties and their representatives during the currency of this Agreement will refrain from further provocative public statements concerning the other.

9. "In view of the admitted and regrettable deterioration of certain personal relations the Commissioner will discuss with the Union any possible restriction in the matter of the nomination by the Union of shore delegates. If such restriction is considered desirable it shall be dealt with by correspondence and agreement between the Commissioner and the Union officials."

The proposed settlement suggested by the Commissioner was not immediately acceptable to the employing Companies. Further conferences were then held between the Minister and Deputy Minister of Labour and representatives of the Canadian Seamen's Union and of the three Companies. On August 22 the Minister of Labour announced that a settlement had been reached as a result of these conversations, and that the differences between the parties had been adjusted.

The agreement was based partly upon the recommendations of the Commissioner and partly on the discussions between the representatives of the Department of Labour and the interested parties.

The actual terms of the settlement were as follows:—

1. "If a satisfactory application for shore delegate passes is agreed to as per sample, the Companies will issue the passes within one week from the date on which the application, with waiver form, reaches the Company.

2. "The Companies agree to a vote supervised by the Labour Department being taken just as quickly as the Department can arrange for the purpose of deciding if the majority of the non-licensed members of the crews of its vessels desire the Canadian Seamen's Union to

be the bargaining agent to negotiate a collective bargaining agreement for the 1948 season and, if the vote shows a majority in favour, the Companies will accordingly bargain in good faith with the Canadian Seamen's Union.

3. "The Companies reaffirm their acceptance of the terms and conditions contained in those paragraphs of Commissioner Brockington's report which he states were agreed to by both parties, said paragraphs being numbered 1 to 4 inclusive, also to the terms of paragraphs 5, 6 and 7 subject to use of the draft shore delegate pass-application form referred to in this memo; also to the terms of paragraphs 8 and 9 of Commissioner Brockington's report of August 11, 1947.

"The application form which will be made for shore delegate passes will be as follows:

**'Form of Application for
Passes for Shore Delegates**

"The undersigned officers of the Union hereby apply for a pass as a shore delegate as provided for under Section 8 of the Agreement of September 3, 1946 for.....
Address

(1) 'We certify that no action will be taken by him contrary to the general purposes of the Agreement which is "to provide for the profitable operation of the Company's vessels in the mutual interest of the Companies and its employees."

(2) 'We attach a waiver agreement signed by the man for whom we are applying for a pass indemnifying the Company against liability in the case of his injury or death.

(3) 'We apply for said pass on the condition that person to whom same is issued shall not, during his visit to a ship, engage in any political activities or propaganda nor in advocating nor in attempting to further any political system or ideology, whether communistic or otherwise, nor in fact, in any activities other than the receipt of union dues, the hearing of grievances, and what is generally recognized as legitimate union business.

(4) 'We certify that, during the War, he was either in the Armed Forces or in the Merchant Marine.

(5) 'The Union keeps no record of political beliefs of its members, consequently, an unqualified certificate as to the applicant's political or ideological affiliations cannot be given; however, to the best of the knowledge of the union the applicant is neither a Communist nor a Communist Agent.

(6) 'It is agreed that any breach by any shore delegate of the provisions of paragraph numbered three of this application may be followed by an immediate cancellation of the pass, and, in addition to the cancellation of the pass, the union will take disciplinary measures.

Signed on behalf of the Canadian Seamen's Union

*'Certification by Person for whom
pass is requested*

1. 'I certify that I am the person who has signed waiver form attached.

2. 'I agree that I shall not, during my visit to a ship, engage in any political activities or propaganda nor in advocating nor in attempting to further any political system or ideology, whether communistic or otherwise, nor in fact, in any activities other than the receipt of union dues, the hearing of grievances, and what is generally recognized as legitimate union business.

3. 'I certify that I am a Citizen of Canada and neither a Communist nor a Communistic Agent.'

In announcing the agreement reached between the parties, the Minister of Labour expressed himself as being very pleased with the happy outcome of the negotiations, and expressed great appreciation for the services of Mr. Leonard W. Brockington as Commissioner, and for the assistance of Mr. Percy Bengough, President of the Trades & Labour Congress of Canada. He stated that it was quite evident during the discussions that there was a strong desire to avoid any interruption of traffic on the Great Lakes, and a realization by the parties that such an interruption would be very detrimental to the welfare of Canada. He stated that the agreement was another evidence of the fact that good employer-employee relations can be established if frank discussions of problems take place and if there is a willingness to achieve settlement and a spirit of give and take during negotiations.

It was also announced that, with the concurrence of the Minister of Labour and the consent of the Commissioner, and upon the request of both parties, Mr. Brockington would continue to act in the capacity of Commissioner until the end of the term of the existing agreement on December 31, 1947, in order to adjust any difficulties in connection with the details of the settlement, if found necessary.

Lounsbury Company, Limited, Moncton, N.B.

The appointment of Mr. W. F. Lane, Police Magistrate of Moncton, N.B., as Industrial Disputes Inquiry Commissioner to investigate a complaint that the Lounsbury Company, Limited, Moncton, N.B., had dismissed an employee because he was a member of the International Association of Machinists, was reported in the June issue of the *LABOUR GAZETTE*.

The report of the Commissioner, recently received, stated that the man in question had been an employee of the Lounsbury Company, Limited, for some ten years. The greater part of his service had been with the Sackville Branch of the Company and he had been employed at the Moncton Branch for only a year or so. The International Association of Machinists had become active in Moncton in January of this year. Several organization meetings were held about that time and these meetings were attended by some of the Lounsbury Company's employees. The employee involved in the inquiry had joined the union in February 4 and on February 15, 1947, was served with a Notice of Separation which became effective two weeks thereafter.

A careful reading of the evidence indicated that several officers of the Company attempted to discourage its employees from joining the International Association of Machinists. It was common ground that the Company called a general meeting of its garage employees when it became aware of the activities of the union; that these employees were asked what they expected to get by joining the union, whether it was more pay and shorter hours; that they were told that the Company could do more for them than the union; that they were advised to join a shop union, where there were no dues to pay; and that they were warned not to sign any papers unless they knew what they were signing. The evidence also showed that several of the employees, including the person involved in the Commissioner's investigation, were called into an office and interviewed privately about the matter of joining the union. At these interviews the officers of the Company continued their arguments against the advisability of joining the union.

The Company admitted that seven employees in all were dismissed in February of 1947, but insisted that neither the mechanic in question nor the others were discharged because they had become members of the union. The Manager of the Motor Division

of the Company stated that the men were let out because of a shortage of work. He went quite thoroughly into the matter of the number of employees on the payroll during the winter months of 1946 and 1947. The Commissioner found that the only logical conclusion that could be drawn from the figures submitted was that the Company had too many employees in its Motor Division during the months of January, February and March, 1947, for the amount of work that was offering.

Of the seven men discharged in February, 1947, only two were re-employed. No mechanics were taken back.

The Company Manager stated in evidence that when he made the decision as to the men who were to be discharged, he was not aware that one, or any of them, was a member of a trade union. If he had been aware of that fact, he did not think that it would have influenced his decision in any way. One factor involved in the decision to discharge the particular man in question was "a rather nasty comment" which that person had made.

In his report the Commissioner then analysed the evidence in some detail. He found that the union had failed to substantiate its complaint that the Company had dismissed the employee involved for the reason that he was a member of a trade union. It was without doubt rather odd that the Company should have dismissed several of its employees at a time when an effort was being made to unionize them. The complainant had shown quite conclusively that several officers of the Company were hostile to the union. However, the scope of the inquiry was confined to the question of discharge or discrimination, and the provisions of the "Unfair Practices" section of Order in Council P.C. 1003 were not included in the Commissioner's terms of reference. There were at the time two good reasons why the man in question should have been dismissed, namely, a shortage of work and the nature of the remark attributed to him. Notwithstanding the coincidence of the dismissals with the process of the organization of the union, the Commissioner could not find against the Company on the evidence given, and he recommended that no action be taken by the Minister of Labour with regard to the employee's dismissal.

Conciliation Work of the Industrial Relations Branch during August, 1947, under the Conciliation and Labour Act

OFFICERS of the Industrial Relations Branch dealt with 6 industrial disputes during the month of August, involving 367 workpeople employed in 7 separate establishments. Of these, only one was a new dispute which originated during the month and 5 were situations which had been terminated as of July 31, and received further attention in August. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

<i>Mining and Smelting, etc.</i>	
Coal Mining	1
Metal Mining	1
<i>Manufacturing</i>	
Animal Foods	1
<i>Transportation and Public Utilities</i>	
Steam Railway	1
Water	1
<i>Service</i>	
Public Administration	1

Nature of Dispute or Situation

Threatened strike	1
Controversy	2
Arbitration	3

Predominant Cause or Object

Increase in wages	1
Increase in wages and other changes.	1
Discharge of workers for union membership or activity	1

Other union questions	1
Unclassified	2

Disposition

Threatened strike averted by mediation	1
Controversy terminated by mediation.	1
Decision rendered in arbitration....	2
Conciliation Board established.....	1
Disposition pending	1

Method of Settlement

Conciliation	3
Arbitration	2
Settlement pending	1

Summaries of the cases of chief interest follow:—

Metal Miners, Bralorne, B.C.—During July the Minister of Labour appointed Mr. R. K. Henderson, of Nanaimo, B.C., as an independent Arbitrator to deal with a dispute between Bralorne Mines, Limited, Bralorne, B.C., and the International Union of Mine, Mill and Smelter Workers, Local No. 271. The appointment was made upon the joint request of both parties in accordance with the provisions of their collective agreement.

The Arbitrator reported that the dispute arose through the company's discharge of a man who was at the time the Financial Secretary of the Local Union. The dispute centred on whether the dismissed employee had been discharged by reason of his activities as Secretary of the Local Union or for absenteeism, and whether he had received the same treatment as other employees in similar circumstances.

The Arbitrator heard evidence of the employee's attendance record and as to the warnings issued to him on different occasions prior to his dismissal. The Arbitrator's finding was that the man had abused certain privileges regarding leave of absence when on union business, that he had received ample warnings which he had ignored, and that the company acted in its right in dispensing with his services.

Food Products Workers, Winnipeg, Man.—The Minister of Labour during June, 1947, appointed His Honour Judge J. M. George, of Morton, Man., as third member and Chairman of a Board of Arbitration to deal with a dispute between Burns and Company, Limited and the employees of its Winnipeg plant represented by the United Packing-house Workers of America, Local No. 224.

The appointment was made upon the joint request of the parties in connection with a disagreement over the interpretation of the provisions of their collective agreement. The other members of the Board were Mr. Henry B. Monk, K.C., and Mr. George Stapleton, both of Winnipeg, who represented the company and the union respectively.

Separate reports made by each of the members of the Board were received by the Department of Labour during August. The findings of the Chairman and the employer's representative upheld the position taken by the company, while the union's nominee dissented. Because of the general interest which may attach to the issue involved, the report of each member of the Board is reproduced below, with minor excisions.

The Reasons for Decision of the Chairman were as follow:—

The Union, in its notice to the Company, submitting its grievance to arbitration, dated April 15th, 1947, definitely states its grievance, first in the heading to their letter, as follows: "Re: Grievance submitted by Local 224 U.P.W.A. to Burns and Co., Winnipeg, Man., in respect to employees who are laid off and later re-hired and put on a lower rated job, do not carry their previous rate for six weeks", and then in the letter proper the following statement: "The Union contends that when these employees are re-hired they should carry their former rate for a period of six weeks, as stipulated in Schedule A.

"From the above it would appear that the Union is quite within its rights in requesting an arbitration, and the Board having been set up, has full jurisdiction to consider the grievance complained of.

"The Grievance complained of has particular reference to Schedule A of the Agreement between Burns and Co. Limited and The United Packinghouse Workers of America, C.I.O., dated October 1st, 1946, section (f) of which reads as follows:—

'If an employee is transferred to work where the job rate is lower he shall receive his regular rate for a period of six (6) consecutive weeks while on the assigned work after which the lower job rate shall prevail.'

"In considering this grievance the Board is definitely limited by Section (b) of Article 14 of said agreement which reads as follows:

'The matters and things to be considered by such Board shall be restricted to the provisions of this Agreement, and any decision shall be based and determined

solely on such provisions and shall not change, add to, vary or disregard the same.'

"Reasons for a decision in this case, I regret, must of necessity be technical, due to the limitations placed upon the Board by the above mentioned paragraph. The Board has been pleased to place no limitation on the submission made by both parties, whether relevant or not, and such submissions have been of considerable assistance to us in giving us a picture of the operation of the agreement, according to each party's interpretation thereof, thereby giving us a background for the formation of our reasons for arriving at the decisions we have.

"Reference may be made in this judgment to these submissions and comments made on matters contained in same, which may be irrelevant to the point in dispute, but the final judgment herein, must, and will be based on the provisions of this agreement, irrespective of the fact that any comment we may make, might intimate that the operation of the agreement according to its interpretation thereof might have proved a hardship to either one or other of the parties concerned, as contended by each or either one.

"A careful study of the paragraph in question, namely (f) of Schedule A and of the arguments presented, convinces us that a proper interpretation of said paragraph is dependent upon an interpretation of the words 'employee' and 'transferred' used in the first line thereof. An interpretation of these words involves a study of certain other provisions of the agreement, as the agreement must be all read together, and no paragraph singled out without showing its relationship to other parts of the agreement. This contention is borne out by the submissions of both parties.

"The Union contends that when once an individual is hired by the Company, he is termed an 'employee' and continues to be so termed, until actually discharged, or ceases any connection with the Company on his own volition, or remains unemployed by the Company until his seniority rights have expired under Article 10 of the Agreement. That because such individual, while laid off, is referred to in said Article 10 as an 'employee' he should therefore be recognized by the Company as such, in the literal sense of the term, and that that interpretation should be carried into paragraph (f) and thereby entitle a man while laid off, and still enjoying seniority rights to the full benefits of said paragraph (f).

"The Company on the other hand, contends that when an employee is laid off, the contract of employment has been broken, and that the only rights that such former employee has is the right to be re-employed when such opportunity presents itself, and to his seniority rights if so re-employed within the periods specified in Article 10, and supports such argument by stating that no reference whatever is made to wages in said article, and further by reference to Article 7 which states that 'Provisions in respect to wages are set out in Schedule A attached hereto and forms a part of this Agreement.'

"Let us look first at these arguments and the sections to which they refer.

"It is the undisputed right of the Company to lay off employees from time to time as circumstances require, and it is not the duty of this Board to enquire into the reasons or justice of such lay-off even although such question has been raised by the submission of the Union, but only to decide whether or not, on re-employment, those employees have been treated with respect to wages in accordance with the terms of the agreement.

"I might add in passing that according to the typical examples of certain individual employees laid off and re-hired, given in the submissions made, that there appears to have been no attempt made by the Company to abuse the privileges of the agreement as intimated in the submission of the Union, and that the Company has been abiding by their interpretation of the agreement.

"Now with regard to Article 10, in this article the term 'employee' is frequently used, and in some instances with reference to former employees who are on lay-off which might indicate that the term employee was intended to include not only those actually at work, but also those formerly at work but temporarily laid-off and still enjoying privileges under the seniority clause. If that were so, it might further be extended to include those formerly employed and who might have been laid-off long enough to lose their seniority rights and yet at some time thereafter be recalled by the Company. Surely these latter could not still be termed employees, as they are under no obligation to the Company nor the Company to them. Yet they were former employees of the Company and may be again. Admitting they can no longer be termed employees so far as this agreement is concerned, and it is impossible to consider them as such, then what justification is there in placing the individual on a lay-off with seniority rights in a different category? They are

under no obligation to the Company to return to work, even if called back; they have no existing contract of hiring with the Company, as that has been terminated by the lay-off. All they have is the right to demand seniority rights if recalled to work within a certain period. Even this right is one sided, with a privilege only to the individual, and not to the Company, who as stated above, cannot compel them to return to work. It cannot therefore be considered in any sense a contract. If there is no contract, verbal or otherwise, there is nothing that can be considered as employment. If there is no employment there can be no employee.

"What is an employee in a common sense interpretation of the term? It is one who is engaged by an employer in some class of work for which he receives remuneration. I cannot therefore justify myself in referring to a man on lay-off as an employee.

"It has been contended that there is a distinction between a man hired by a Company for the first time and thereby designated as a new employee, and one who has been formerly employed and re-hired, and that the latter cannot be designated as a new employee. I can see no difference between these two. The only justification there could possibly be for such a viewpoint would be in the case of a man who was laid off from a particular job and re-hired into that same job, for both the man and the job are the same as before. This rarely happens, and is not made compulsory under the agreement, nor demanded by the Union. This would lead to a third classification of the term employee, which would, in my opinion, be unreasonable. The facts are these. A vacancy occurs, and a man is sought for the job. Preference must be given to those who have seniority rights. They all may reject the opportunity. Some other man may be got to fill the position. Whether it be a former employee or not, a new hiring contract has to be entered into, and if a new contract then a new employee.

"Article 10—Seniority—in paragraph (a) makes reference to employees being 'first' employed thereby intimating that after a lay-off his next employing would be designated a 'second' employment, in other words another, or new employment.

"In drafting any agreement it is sometimes a practice to use the same term throughout as indicating some particular thing or individual, without thought of it occasionally being wrongly used in some instances, and this appears to me to have happened in this instance,

by the word 'employee' being too loosely used.

"From the views expressed above I cannot possibly come to any other conclusion than that the word 'employee' used in paragraph (f) of schedule A does not include former employees of the Company, laid-off and re-hired, nor was such intended in the drafting of the agreement.

"This in itself should justify me in declaring that the claim of the Union must be dismissed, but I prefer to look for further justification for arriving at such a conclusion in order to leave no doubt in my mind as to the correctness of my decision.

"This brings me to a consideration of the word 'transferred' used in paragraph (f) schedule A. Transfer, according to the dictionary, means, to convey or carry from one person or place to another; a removal; the exchange of a soldier from one troop or company to another; etc. It is synonymous to the words change, move, shift, transport.

"To effect a transfer you must have something under your control which you can transfer, whether it be an object, a piece of land, or a person. An individual who is not under the control of anyone else or bound by any contract to him is a free individual, and subject only to his own wishes. This is the position of an individual who, although formerly employed, has been laid off, even temporarily, by the Company who employed him. The Company has no control over him and therefore have nothing which they can transfer. The employee referred to in section (f) can therefore have reference only to an individual employed by the Company and over whom it can exercise control by virtue of its hiring contract. The word transfer is used in this sense, and in this sense only throughout the agreement in question.

"Transferred" as used in section (f) can therefore only refer to an individual in the employe of the Company at the time of transfer, and further bears out my contention that the present claim of the Union is without foundation.

"In reading over this agreement one cannot help but be convinced that every effort was made by the draftsman to avoid any doubts as to the procedure to be followed in every case and as to the rights to be enjoyed by the parties thereto, and the employees whom the Union represents thereunder. Full details are given of such procedures and privileges.

"Each article deals with separate phases of the agreement, and apparently covers all the procedure to be followed, and rights to be

exercised under the subject matter of the heading thereof, viz.: In the seniority article, after designating all rights and obligations of the parties clause (b) states that 'In the event of a reduction of staff and in the re-hiring of employees, seniority shall apply, etc.' thus making it clear that all sections thereof are applicable, not only to those who are actually at work, but also to those who are laid-off and those who are re-hired.

"Article 7 deals with wages and states 'Provisions in respect to wages are set out in Schedule A attached hereto and form part of this agreement.'

"This means, that, for the guidance of the parties, all provisions respecting wages, including all rights in respect thereto may be found in that schedule. In that schedule no clause appears, similar to that in the seniority clause above referred to, applying clause (f) to a reduction of staff and the rehiring of employees, but leaves it limited to employees only. In fact wages can only be applied to those who are employed. Where there are no wages there can be no employment.

"If the draftsman of the agreement had not been satisfied that in each article he had designated who was to enjoy the rights provided for in each of such articles, he would have added a general clause doing so, but no such clause appears.

"In view of the above conclusion arrived at, I have no alternative but to find that the said Company has not violated the terms of the agreement by re-hiring former employees on a lower rated job without recognizing their former rate of pay for a period of six weeks as claimed by the Union."

The Reasons for Decision of Mr. Monk, the member of the Board representing the Company, were as follows:—

"On or about the 1st day of October 1946, Burns and Co. Limited and United Packing-house Workers of America entered into an Agreement in writing effective until the 31st day of July 1947. The purposes of the Agreement are declared in Article 1 to be: 'To maintain a harmonious relationship between the Company and its employees; to provide an amicable method of settling grievances or differences which might possibly arise; and to promote the mutual interests of the employer and the employees.' The Agreement deals with the rights of employer and employee and sets up procedures to deal with grievances advanced by the Union on behalf of employees of the Company. Article 7 of the Agreement relates to wages and it reads in part: 'Provisions in respect to wages are set out in Schedule A attached hereto and

form part of this Agreement.' It is provided by subsection (f) of the said Schedule A that: 'If an employee is transferred to work where the job rate is lower, he shall receive his regular rate for a period of six consecutive weeks while on the assigned work after which the lower job rate shall prevail.'

"Early in the current year a substantial number of employees of the Company were laid off and after short periods, were rehired in some instances at rates lower than that pertaining to their previous employment, and in other instances at rates equal to or in excess of the rates applicable to their previous employment. The Union contends that in rehiring men as aforesaid, and paying such men less than they had received in their previous jobs, the Company has committed a breach of the Agreement and particularly of the said subsection (f) of Schedule A, and the Union has instituted grievance proceedings which have culminated in this matter coming before this Board. The Union has further contended in its submissions that in this instance the Company did not act in the mutual interests of the employer and the employees, but acted solely in the interests of the Company and the suggestion is also made that employees were laid off and rehired at a lower rate by the Company for the purpose of avoiding the provisions of subsection (f) above mentioned. No evidence has been submitted to this Board which would substantiate this contention or would indicate that the Company has laid off or rehired any person for the purpose of avoiding any clause in the Agreement. In fact, the evidence submitted indicates conclusively that men were rehired on occasions at rates equal to that which they had been previously receiving or in some instances at rates in excess of that which they had been previously receiving.

"Both parties to this matter have called to the attention of the Arbitration Board the Articles of Agreement under which the Board is constituted and have particularly referred to section (b) of Article 14 which reads as follows: "The matters and things to be considered by such Board shall be restricted to the provisions of this Agreement and any decision shall be based and determined solely on such provisions and shall not change, add to, vary or disregard the same."

"In dealing with this matter it is necessary to interpret the said subsection (f) and to determine the extent of its application. In this respect it is relevant to consider the interpretation of the word 'employee' and the phrase 'transferred to work' as they appear in the said subsection (f) and also to examine the relationship which exists from time to

time between the Company and its workers and the Company and the Union.

"The Agreement which has been negotiated between the Union and the Company governs the employment contracts which are made by the Company with its workers and it is important to clearly distinguish between the rights which arise under the Agreement with the Union, for they are rights which the Union possesses, and rights which arise under the contract of employment with each worker, which are rights that the worker possesses. Each time a worker is hired or rehired a new contract of employment is made between that worker and the Company. When the worker is laid off his contract of employment with the Company ceases and he has no further rights or obligations under his contract, but it would appear that under its Agreement with the Union, the Company is obligated to the Union to offer to rehire workers who have been laid off in accordance with the seniority which has been allotted to them in the records of the Company. If re-employment is offered such worker, he is under no obligation to accept it and may accept or reject it at his option. If he rejects it, the Union loses any rights it may have had on his behalf under Article 10 of the Agreement, but if he accepts it a new contract of employment is made with him which the Company is obligated to the Union to make conform to the requirements of its Agreement with the Union.

"In the ordinary use of the word 'employee' it would seem that a worker would be an employee of the Company only while he had a subsisting contract of employment with the Company. After the determination of such contract by lay-off, his relation with the Company would be ended and as there were no continuing rights or obligations on the part of either the Company or the worker under the contract of employment after such lay-off, he would no longer be an employee of the Company. It is obvious that a worker can only acquire or maintain rights against the Company under the Agreement which has been made between the Company and the Union through the agency of the Union, and can maintain such rights against the Company only for the time that the agency relationship between the Union and the worker subsists. The Agreement, in its preamble, recites that: 'The Company recognizes the Union affiliated with the Congress of Industrial Organizations and the Canadian Congress of Labour as the exclusive bargaining agency for its plants' and names Local 224 as the bargaining agent for the Winnipeg plant and the clause continues: 'The Company will not bargain collectively with any other labour organization affecting employees in any bargaining unit.'

It seems obvious that the phrase 'bargaining agency for its plants' must be construed not in its literal meaning but to mean bargaining agency for bargaining units in the plants.

"Article 2 of the Agreement defines bargaining unit as being comprised of all employees on the plant payroll as distinguished from the office payroll with the exception of (1) *Watchman*; (2) *Assistant Foreman* and (3) *Foremen*. It is to be noted that the bargaining unit comprises only employees on the payroll and if the employee is laid off and is off the payroll he is no longer a member of the bargaining unit the Union represents. The Union therefore is the agent of the employee only for the time that he is on the payroll and if he is laid off, any rights which the employee may acquire through the agency of the Union, are terminated with the termination of his employment. This would not prevent the Union from exercising these rights of its own volition on behalf of such laid off worker, but it would prevent the worker acquiring or maintaining any rights in his personal capacity against the Company under the Agreement which the Company has with the Union. It would appear therefore that upon the termination of a worker's employment he has no rights against the Company and the Company has no rights or obligations to the worker but that certain rights remain vested in the Union only pursuant to their Agreement.

"Throughout the Agreement with the Union the word 'employee' is used on many occasions and it appears that the parties and the draughtsmen when using the word used the same loosely and without a precise application of the term. The precise interpretation to be awarded to the word must be governed by the context in which it is found and the intentions which are apparent from the sections of the Agreement. The Union contends that as the word 'employee' is used in the seniority article with relation to a person who has been laid off and not rehired, the same interpretation should be attributed to the word 'employee' where it appears in subsection (f) of the said Schedule A.

"The Agreement is divided into separate articles and each article, together with the Schedule therein referred to, is apparently considered by the parties and the draughtsmen of the Agreement to comprise the terms of the Agreement relating to the subject of the article. Article 10, upon which the Union founds its claim for the interpretation of the employee, deals entirely with seniority, the conditions of its accumulation and when it shall be considered broken. In the article

the word 'employee' is used loosely. It refers in some instances to a worker who is employed by the Company and in other instances to a worker who has been laid off and is to be rehired by the Company. It would appear that the distinction in these two positions was not in the minds of the parties to the Agreement when this Article was drafted and it would seem that the parties considered the word 'employee' to refer to the person or in other words, in this article it must be considered to mean an employee for seniority purposes.

"Schedule A of the Agreement is made part of Article 7, that is, the provisions relating to wages, and must be considered on the same basis as if used in that Article. The word 'employee', when it is used in relation to wages, must surely mean an employee who has not been laid off and who has a subsisting contract of employment.

"I am therefore of the opinion that the word 'employee' as it appears in subsection (f) of Schedule A should not be construed to include a person who has been laid off and not been rehired.

"It is the further contention of the Union that if a person is laid off and then rehired to a job at a lower rate that that person has been transferred. A review of the use of the words 'transfer' and 'transferred' as they appear in the Agreement would seem to give some indication of the meaning which the draughtsmen and the parties intended. It is to be noted that throughout the Agreement wherever reference is made to the re-hiring of an employee in any respect, the words 'rehire', 're-employ', 'recall' or 'called' are used. The word 'transfer' is used in several other instances but in each instance it obviously refers to workers whose employment has not been terminated and cannot be construed as referring to persons who have been laid off. . . .

"It would appear therefore that from the use of words as above mentioned, the parties did not intend the word 'transfer' to refer to circumstances in which an employee had been laid off. The word 'transfer' is defined in the Webster's Dictionary as 'cause to pass to another'. It has been shown that the Company has no rights or obligations over a worker after he has been laid off and he is absolutely free to do as he wishes in regard to employment, and it is difficult to see how there could be a transfer where there is not control over the man to be transferred. It would appear that in this Agreement the parties have recognized that workers' rights terminated on lay-off and the draughtsmen have been extremely careful to set out in

detail any rights which they wished to be available to workers after lay-off. Article 10, section (b) requires the Company to rehire workers in the order of seniority after lay-off. Article 11, section (g) provides that when an employee leaves the service of the Company for reasons other than being discharged for cause, and he has had more than six months of service, he shall receive certain vacation pay. Article 9, subsection 7, provides that an employee laid off because of reduction of staff shall receive certain guaranteed payment. Thus it appears that care has been taken in the drafting of the Agreement to set out specifically the rights which were to be available to workers after lay-off and if the parties thought it necessary to set out these special rights then it must be taken that in their contemplation no other rights existed in favour of the employee who was laid off. If it was intended that subsection (f) of Schedule A should apply where workers had been laid off then doubtless the Agreement would have specifically said so.

"It is therefore my decision that the Company has not committed a breach of their Agreement by re-hiring and paying men who have been laid off at a rate which is lower than the rate such men had previously been receiving and it is my further decision that men who have been re-hired by the Company to jobs carrying a rate lower than that paid by the Company to them for jobs from which they have been laid off are not entitled to any payment in excess of the job rate for the labour which they are performing."

The reasons for decision of Mr. Stapleton, the member of the Board representing the Union, were as follows:—

"This Arbitration Board has been set up for the reason that the Company has refused to pay employees the higher rate for six consecutive weeks when recalled after a lay-off.

"It must be remembered that this Board must confine itself only to interpretation of the Agreement as outlined in Article 14(b) Arbitration.

"I have before me two Company submissions.

"Let us examine the Company's first submission. They state that Section (f) of Schedule A is the only reference in regard to employees carrying a higher rate for six consecutive weeks for a lower paid job. This they claim deals only with transfers. Let us take for example an employee who has requested leave of absence for a specified period of time and then returns to work. Let us say also that he was receiving 90c an hour before he left and when he returned he

was immediately put on a lower paid job. This man would automatically, under the provisions dealing with transfers, receive his 90c an hour for a period of six consecutive weeks. This man has lost no seniority during his absence as specified in the agreement. . . .

"Article 10 . . . specifically states the only reasons whereby employees can lose seniority rights.

"In the case of a man recalled after lay-off, within his allowable breaks, he is called back to work according to the provisions of the agreement. This clearly establishes that he is covered by the provisions of the agreement.

"Clause (f) of Schedule A deals only with transfer of employees. When an employee is recalled to work, as mentioned above, he does not know until he arrives in the plant where he is going to be placed, but he would assume that he would return to his former job in the plant. Therefore, when he reports for work he is assigned by the Personnel Department to work on a job with a lower rate of pay than that which he formerly held; therefore, according to the terms of the agreement and the provisions thereof, this employee has accumulated seniority since his first day of employment. In other words, the time lost on lay-off has been given back to him which means that his total seniority dates from the day he first entered the employ of the Company, therefore he is of the same status as an employee who has had continuous service. Therefore I am of the confirmed conviction that these employees on recall are definitely transferred to other jobs and must under the terms of the agreement be in the same category as employees who have been in the continuous service of the Company.

"In the Company's submission they state that there is nothing contained in the provisions of the agreement for employees on lay-off relative to wage rates.

"The Union is not arguing the status of employees who are still laid off but those who are recalled before their allowable break has expired. It is my opinion that the Company's submission as mentioned above is irrelevant to this dispute. The Company's statement however that an employee who is recalled must accept employment offered is correct, if he wishes to retain his seniority rights as outlined in the provisions of the Agreement.

"Let us turn to the Company's submission and let us also turn to Section (f) of Schedule A of the agreement, which states: 'An employee transferred to work . . .' Let us

assume then an employee has been recalled and reported to the Personnel Department; we are all aware that he has now accumulated all his seniority rights with the Company; the Company then assigns him to a job that is a different one to which he previously held. This is definitely a transfer to work for the simple reason that this man is in exactly the same category as an employee who has been in the continuous service of the Company.

"The Company states . . . that the employees recalled and put to work at different jobs to which they previously held is not a direct transfer. I have mentioned previously that the status of these employees, once they report back to work, is the same as that of those who are in the continuous employ of the Company. Therefore when one of these employees was directed to work that is different to that which he previously held, it is a direct transfer. In summing this up—an employee who has met all the provisions of the agreement would automatically be covered by all the terms of said agreement.

"The Company's submission where they show instances of employees recalled at a higher rate than they previously held, would bear out what is stated in Clause (d) of Article 10 of the Agreement, which specifically states that if an employee is transferred permanently—in other words, the Company recognizes direct transfers on recalls. The Company's own submission bears this out. Therefore if Section (d) is applicable to recalled employees, (f) must also be applicable to recalled employees. In the Company's submission they specifically name employees who were recalled and definitely placed on a higher rated job. . . .

"Let us now refer to the second submission of the Company. . . . We agreed in our meeting of July 17th in the afternoon that there are several points in all submissions that actually have no bearing on the case at issue and the greater part of page 2 of the Company's submission is dealing directly with employees who are still laid off. The Union

also makes mention of this in their submission. I think, however, that these statements in both submissions may be controversial, but I do not think we should consider them in our deliberations for the reason that we are dealing strictly with the interpretation of the Agreement in regards to recalled employees.

"Referring to the statement of the Company . . . the Company further submits 'That an employee re-hired to a new job, he is not transferred, as alleged by the Union.' I mentioned previously in the Company's first submission, dealing with employees who are recalled and assigned to a higher rated job, and Section (d) of Schedule A would apply, which definitely states that the employee is transferred. Therefore Section (f) would also apply in the reverse. That is, employees recalled and transferred to a lower rated job.

"In conclusion, we are restricted to the provisions of the Agreement and any decision shall be based and determined solely on such provisions and shall not change, add to, vary or disregard same.

"The company stated in its first and second submission that employees were rehired or recalled to higher rated jobs; that the Company did pay the higher rate. This could only be done according to section (d) of Schedule A Wages. I am sticking strictly to the provisions of the agreement; therefore, if section (d) is applicable, so must Section (f). We cannot separate the two. It is worthy to note that Section (d) specifically mentions transfer; how else would a recalled employee be put on a higher rated job. Therefore, I contend that when a recalled employee is put on a higher rated job as substantiated by the Company's submission, the provisions of Section (d) apply. If on the other hand other employees are recalled to a lower rated job, then Section (f) applies. The Agreement provides for no other practise. We are therefore bound to recognize and accept the provisions as stipulated and bring in a decision along those lines.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Manufacturing: Vegetable Foods

TORONTO, ONT.—ROWNTREE COMPANY LIMITED AND THE UNITED BAKERY AND CONFECTIONERY WORKERS, LOCAL 461 (RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, CIO).

Agreement to be in effect from November 21, 1946, to November 21, 1947, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. All eligible employees may become or may refrain from becoming members of the union. There shall be no discrimination, interference, restraint or coercion by the company or the union, either because of membership or non-membership in the union.

Hours of work: 8½ Monday through Friday, a 43¼ week. A 10-minute rest period for males and a 15-minute rest period for females is allowed each morning and afternoon. Overtime: time and one-half for all hours worked in excess of the regular hours and for work on any of 6 specified statutory holidays in addition to the regular rates of pay for these holidays when not worked. Tradesmen only who work Sundays or on holidays other than the 6 specified ones shall be paid at double the regular hourly rates.

Vacation: one week with pay equal to 2 per cent of earnings during previous year to those with 3 months' service with the company; employees with more than 5 years' continuous service with the company shall receive an additional day with pay equal to ½ of 2 per cent for each year worked over 5 up to 10.

Hourly wage rates: females, starting rate 42½ cents, after 25 days' work 45 cents, after 50 days' work 47½ cents; males, grades D1 to A minimum 62 to 77 cents for day rates and 66 to 81 cents for shift work, increased by 3 cents per hour to merit maximum. Other

classes include millwrights 86 cents, engineers, third class 87 cents, carpenters 90¼ to 92¼ cents, pipefitters 92¼ cents, mechanics 86 to 94¼ cents, electricians 97 cents; youths (under 18½ years) 50 to 55 cents. A night shift differential of 4 cents per hour will be paid workers rotating on the 3 shifts.

To female employees who have completed their probationary period of service the company will furnish free 2 uniforms annually, these to remain the property of the company. To male employees engaged in delivery work only the company will continue to supply certain articles of clothing periodically.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Tobacco and Liquors

MONTREAL, P.Q.—W. C. MACDONALD INCORPORATED AND THE TOBACCO WORKERS' INTERNATIONAL UNION, LOCAL 235.

Agreement to be in effect from April 22, 1947, to April 22, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the **LABOUR GAZETTE**, June, 1946, p. 779 with the following changes—Hours of work: 9 per day Monday through Friday, a 45-hour week. Overtime after 9 hours per day and 45 hours per week. All Saints Day is included in the regular specified holidays making 10 in all. Vacation: 2 weeks with pay after 5 years' continuous service with the company and 3 weeks with pay after 25 years' service. Wage rates to be increased by 5 cents per hour and shall be increased by 25 cents per week for each full point rise in the Cost of Living Index over the April 6, 1947, figure. Should the index decline this bonus shall be decreased by 25 cents per week for each full point of decline, but not below the index figure at April 6, 1947.

HAMILTON, ONT.—THE TUCKETT TOBACCO COMPANY LIMITED AND THE TOBACCO WORKERS INTERNATIONAL UNION, LOCAL 269.

Agreement to be in effect from July 15, 1947, to July 14, 1948, and thereafter from year to year subject to notice. Check-off: upon employee's authorization the company will deduct weekly from his pay union dues and forward same, less 2 per cent, to the union.

Hours of work: 9 per day Monday through Friday, a 45-hour week. Overtime: time and one-half for work in excess of the regular hours and for all work on Saturdays, Sundays and on 8 specified holidays (if Civic holiday is observed in Hamilton) 6 of which are paid holidays if employee works on the work day immediately preceding and immediately following the holiday. Vacation: one week with pay for employees with 12 months' continuous service with the company (salaried employees receive 2 weeks with pay), employees with 7

years' continuous service receive an additional week with pay, while those who have 10 years' service are allowed an extra 2 days with pay, those with 15 years' service an extra 4 days with pay and those with 20 years' service an extra week, making 3 weeks in all.

Hourly wage rates: company and union agree that the scale of wages presently in effect shall continue during the term of the agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Boots and Shoes

TORONTO, ONT.—BLACHFORD SHOE MANUFACTURING COMPANY LIMITED AND THE NATIONAL UNION OF SHOE AND LEATHER WORKERS, LOCAL 19.

Agreement to be in effect from June 20, 1947, to May 31, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. No employee shall be discriminated against or jeopardized in seniority standing, or suffer any loss of employment, because of union activities. All present and future employees of the company (excluding those who have the power to hire or discharge or are engaged in a confidential capacity) must as a condition of employment become and remain members of the union in good standing.

Hours of work: 8½ per day Monday through Friday, a 42½-hour week. Overtime: time and one-half for work in excess of the regular hours and for all work on Saturdays, Sundays and statutory holidays; no work on Saturdays, Sundays and statutory holidays except as negotiated with the shop committee. Vacation: 2 weeks with pay for employees with 12 months' continuous service with the company, employees with 3 months' service receive 2 weeks with pay equal to 2 per cent of their earnings in the previous calendar year for each week of the vacation period, those with less than 3 months' service shall not be eligible for vacation pay.

Hourly wage rates: starting rate for both males and females shall be 40 cents increased to 50 cents for males after one year, and for female help increased to job rate after one year as follows:—group 1 (including cementing, pulling, ironing, singeing) 48 cents, group 2 (including doubling, folding, lining, punching, sorting, dressing, shaping, packing) 54 cents, group 3 (including eyeletting, repairing) 60 cents, group 4 (including binding, cording, perforating) 66 cents, group 5 (vamping and top stitch) 72 cents; for males—"A" jobs \$1, "B" jobs 80 cents, operation of "covering" minimum of 70 cents. Above rates effective June 2, 1947.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

HAMILTON, ONT.—NATIONAL HOSIERY MILLS, LIMITED AND TEXTILE WORKERS UNION OF AMERICA, LOCAL 860.

Agreement to be in effect from March 3, 1947, to March 3, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There will be no discrimination or intimidation of employees by the company,

the union or its representatives. Check-off: the company agrees to deduct monthly from the pay of employees, who so authorize, union dues and to remit same to the union.

Hours of work: 48 per week except for engineers. Overtime: time and one-half for work in excess of regular hours. Seven specified statutory holidays will be granted without pay to all employees as well as 2 additional holidays if generally observed locally. A 10-minute rest period shall be granted morning and afternoon to all employees. Vacation: one week with pay to all employees with 3 months' continuous service with the company, those with 5 or more years' continuous service receive 2 weeks with pay.

Wage rates: those in effect at the date of the agreement shall remain in effect during the term of the agreement unless the official cost of living index as of March 1, 1947, varies 6 or more points as published by the Dominion Bureau of Statistics, then either party to the agreement may open wage negotiations once upon 15 days' notice to the other party.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Non-Metallic Minerals and Chemicals

TORONTO, ONT.—UNITED-REXALL DRUG COMPANY LIMITED AND INTERNATIONAL CHEMICAL WORKERS UNION, LOCAL 279.

Agreement to be in effect from December 10, 1946, to December 10, 1947, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. There will be no discrimination, coercion or intimidation of employees by the company or the union because of membership or non-membership in the union. Check-off: an employee may upon voluntary authorization have the union dues deducted monthly from his pay by the company and remitted to the union.

Hours of work: 8 per day Monday through Friday, except for members of maintenance department whose daily hours may vary, a 40-hour week for all however. Overtime: time and one-half for work in excess of the regular hours and for work on Saturdays, Sundays and 8 specified holidays, all of which are paid holidays provided employee is not absent from work on the work day immediately preceding or the day immediately following the holiday. Vacation: one week with pay to employees with one year's seniority, 2 weeks with pay to those with 5 or more years' seniority and 3 weeks with pay to those with 25 years' seniority. A 10-minute rest period will be granted morning and afternoon to all employees.

Wage rates: those presently in effect to continue during the term of the agreement unless there is a variation of 6 points in the official cost of living index as of the date of the agreement, and as published by the Dominion Bureau of Statistics, when either party to the agreement may open wage negotiations upon 15 days' notice to the other party at any time after 6 months from the date of the agreement.

Provision is made for seniority rights and grievance procedure.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of 4 new agreements, the amendment of 12 other agreements and the correction of 3 agreements. These include the amendment of the agreement for barbers and hairdressers at Chicoutimi and the correction of the agreement for longshoremen (ocean navigation) in Montreal Harbour in the July 26 issue of the *Quebec Official Gazette*, the correction of the agreement for retail stores at Granby and the amendment of the agreement for building trades at Hull in the August 2 issue, the amendment of the agreements for the embroidery industry at Montreal and the corrugated paper box industry for the province and the extension of a new agreement for barbers and hairdressers at Valleyfield in the issue of August 16. All the others are summarized below.

Requests for the amendment of the agreements for the building materials industry for the province and for building trades at Montreal were gazetted July 26. A request for the amendment of the agreement for building trades at Chicoutimi was published August 2. A request for the amendment of the agreement covering building trades at Three Rivers was published August 9. A request for a new agreement for sheet metal

manufacturing at Montreal was gazetted August 16.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 12, and gazetted August 16, amends the previous Orders in Council for this industry (L.G., August, 1944, p. 1005, Sept., p. 1141, Nov., p. 1363; Oct., 1945, p. 1520; Aug., 1946, p. 1093; Aug., 1947, p. 000, and previous issues). Present agreement to remain in effect until July 1, 1948, and thereafter from year to year, subject to notice. Except for clothing given out to contractors who regularly carry on business as such, no clothing, in whole or in part, covered by this agreement, shall be given to or taken out by any person or employee to be manufactured or worked upon anywhere outside the premise of the employer, without first obtaining a permit from the Parity Committee; except in the case of buttonhole makers by machine, no employer may employ a worker to work in his establishment on a section or part of a garment on a contracting or subcontracting basis.

Wage increases: all employees are to receive an increase of $7\frac{1}{2}$ cents per hour for each hour worked with the following exceptions—employees in the odd pants industry to receive increase of $7\frac{1}{2}$ cents commencing July 1, 1947; employees manufacturing sportswear and children's clothing to be paid an increase of 5 cents per hour. These increases do not apply in the case of overtime rates. Infants' clothing, formerly included in the section dealing with sportswear, children's and girls' clothing, is now omitted. Employees in the following categories may receive less than the hourly minimum wages: apprentices, gradual promotion and special permits. The number of apprentices is limited to $7\frac{1}{2}$ per cent of the total number of employees in the factory in zone I, 20 per cent in zone II and 25 per cent in zone III. In zone I, in the case of a scarcity of skilled workers in the manufacturing of sportswear and children's clothing only, the Parity Committee may grant a special permit for an additional 5 per cent of the employees being apprentices; in zones II and III when there is a scarcity of skilled workers, a special permit may be obtained from the Parity Committee for an additional 10 per cent of the employees being apprentices. Apprentices shall be examined every 3 months by the Parity Committee, who determine the wage rates for such employees. Employees transferred from one category to another calling for a higher wage rate will not immediately receive the full minimum for such category but will undergo a training period; after this period of 3 months and every 3 months thereafter, they will be examined by the Parity Committee who will determine their wage rates until the full minimum is attained.

MILLINERY INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated July 17, and gazetted July 26, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 369). Territorial jurisdiction now includes the entire province of Quebec and is divided as follows: zone I, the Island of Montreal and within 50 miles from its limits: zone II, the remainder of the province. Minimum wage rates: zone I—hand blocker \$45.60 per week, blocker \$42.10, fabric operator, straw operator, cutter \$41.10, draper \$28.60, trimmer draper \$25.13, trimmer \$22.65; zone II—10 per cent less than minimum rates for zone I. Vacation: one week with pay, after at least one year in the industry and at least 6 months' service with the same employer previous to June 30 in any year.

Manufacturing: Pulp, Paper and Paper Products**UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.**

An Order in Council, dated July 24, gazetted July 26, and corrected August 9, amends the previous Orders in Council for this industry (L.G., Aug., 1945, p. 1197, Oct., p. 1520; March, 1946, p. 317, Aug., p. 1093, Sept., p. 1249, Oct., p. 1445; Jan., 1947, p. 49, March, p. 369). This agreement was also amended in the issues of April 19, 1947, and June 21, 1947, of the *Quebec Official Gazette*.

Hours: zone I, 47½ per week; zone II, 50 hours per week, 60 for stationary enginemen and firemen. Overtime is payable at time and one-half.

Minimum hourly wage rates in zone I: Females—foreladies 42 cents; handwork, first class, S and S machine operators, top-piece machine operators, covering machine operators, staying machine operators, tiers, stitchers, four-corner machine feeders, Brightwood machine feeders 36 cents; hand-fed table gummers 32 cents; non-classified help 29 cents; apprentices 20 and 10 per cent less than minimum rate. The average minimum wage for females, including apprentices, shall not be less than 36 cents per hour. Males—foremen 74 cents; scorers, machinists 66 cents; cutters on knife 59 cents; end-piece operators, truck drivers 54 cents; Brightwood machine operators, four-corner stayer operators, automatic glueing machine operators 60 cents; Brightwood machine feeders, four-corner stayer feeders 41 cents; slitter operators, circular saw operators 49 cents; bale-press operators, maintenance and repair men, assistant die makers 51 cents; punch operators 46 cents; shippers, colt press operators 58 cents; die makers 74 cents; cylinder box press operators 61 cents; cylinder box press feeders, colt press feeders 47 cents; strippers 36 cents; stationary enginemen: chief enginemen \$42.95 and \$36.95 per week, other enginemen from 52 cents to 68 cents per hour; boiler firemen 42 cents; non-classified help 36 cents; apprentices 20 and 10 per cent less than minimum rate. Average minimum rate for male employees shall not be less than 56 cents per hour. Effective July 26, 1947, actual wage rates paid to all male employees shall be increased by 3 cents per hour (across the board) and actual wage rates paid to all female employees shall be increased by 2 cents per hour (across the board). All employees hired by an employer after April 1, 1947, are not entitled to this overall increase.

Minimum hourly wage rates in zone II: Females—foreladies 45 cents; specialized hand workers 43 cents; ordinary hand workers, hand-fed table gummers, tiers 35 cents; top-piece machine operators, covering machine operators, staying machine operators, stitchers 37 cents; Stokes and Smith machine operators 39 cents; apprentices 28 cents and 31 cents; strippers 29 cents; folders 28 cents; other help 25 cents. Males—foremen 85 cents; assistant foremen, automatic glueing machine operators 70 cents; scorers 67 cents; end-piece operators 57 cents; slitter operators, assistant die-makers, circular saw operators 53 cents; bale press operators 51 cents; punch operators 46 cents; die makers 75 cents; cylinder box press operators 64 cents; cylinder box press feeders, colt press feeders 52 cents, colt press operators, truck drivers 60 cents; Brightwood press operators, four-corner machine operators, cutters on knife (first class) 63 cents; Brightwood press feeders, four-corner machine feeders 45 cents; cutters on knife (second class) 54 cents; shippers 62 cents; general helpers 55 cents; apprentices 30 and 15 per cent less than regular classification; stationary-enginemen 60 to 73 cents; firemen 48 cents; other help 33 cents.

Wages, labour and apprenticeship conditions of employees of the printing trades working in establishments governed by this agreement are governed by the agreement relating to printing trades in Montreal (L.G., Sept., 1946, p. 1250, Dec., p. 1772; March, 1947, p. 369, April, p. 543) and the agreement relating to printing trades in Quebec (L.G., May, 1946, p. 628, and previous issues), with the exception of the duration of working hours which shall consist of 47½ hours in zone I and 48 in zone II.

Manufacturing: Metal Products**RAILWAY CAR AND BUS MANUFACTURING, MONTREAL.**

An Order in Council, dated July 24, and gazetted August 2, makes obligatory the terms of a new agreement between Canadian Car and Foundry Company Limited and the Association of Employees of Turcot and Dominion Works and applies exclusively to these two plants. Agreement to be in effect from August 2, 1947, to March 31, 1948, or 1949, if no notice is given.

Hours: 9 per day, Monday through Friday, a 45-hour week, excepting maintenance employees who work a 49-hour week, sprinkler and heating system attendants a 56-hour week and police and guards a 60-hour week. Overtime is payable at time and one-half, double time after 12 hours on any one shift, except in specified cases. Work on Sundays and 8 specified holidays is payable at double time; for continuous shift work, time and one-half if required to work on regular day off. Employees working on piecework on Sundays and legal holidays shall be paid double their piece-work earnings. Vacations will be granted in accordance with established Company policy.

Wages: there is a general increase of 5 cents per hour in all the trades, over the rates given in the *LABOUR GAZETTE* (July, 1945, p. 995, Sept., p. 1341; Dec., 1946, p. 1772; Feb., 1947, p. 185) except for the following, some of which are new classifications: Turcot Works, cabinet shop—improver 90 cents per hour, helper 75 cents; inspection department—inspector 80 cents to \$1.18, shop clerk 80 cents to 90 cents; foundry—material grader

(cupola) 90 cents to \$1, helper (special) 90 cents; labour department—labourer (under 18 years of age) 75 cents, sweeper 69 cents; Murphy end department—motor winder \$1.13; paint department—tracing and cutting stencils \$1.03; passenger car assembly—body trimming 82 to 98 cents, furring, insulation 80 and 90 cents; special—welfare officer 80 cents to \$1.13. Dominion Works, labour department—sweeper 70 cents; inspection—inspector 80 cents to \$1.18, shop clerk 80 to 90 cents; machine shop—machine specialist 95 cents; truck shop—truck assembler 85 cents; special—welfare officer 80 cents to \$1.13. Workers on piece-work shall receive 5 cents per hour for each hour worked over and above their piece-work rate. Other changes in the wage scale include the omission of the power house and the shell departments and the transfer of the spring shop from the Turcot to the Dominion Works.

Construction

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated August 7, and gazetted August 16, amends the previous Orders in Council for this industry (L.G., Jan., 1944, p. 70; Jan., 1945, p. 70; Aug., 1946, p. 1094, Oct., p. 1446, Nov., p. 1585; July, 1947, p. 1002, and previous issues) by providing that municipal corporations may benefit by a deduction of 10 cents per hour in the case of labourers whose working capacity is considerably reduced because of old age, infirmities or physical deficiencies, if such exception is approved by the Parity Committee.

BUILDING TRADES, MONTREAL.

An Order in Council, dated August 7, and gazetted August 16, extends the term of the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1252, Oct., p. 1447, Dec., p. 1774; March, 1947, p. 371, May, p. 690, July, p. 1003) to December 1, 1947.

Transportation and Public Utilities: Water Transport

SHIPLINERS (OCEAN NAVIGATION), MONTREAL.

An Order in Council, dated July 17, and gazetted July 26, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and the International Longshoremen's Association, Local 1552. Agreement to be in effect from July 26, 1947, to December 31, 1947, and thereafter from year to year, subject to notice. Agreement covers all fitting of ocean vessels lying in the Harbour of Montreal for grain and cattle and all woodwork in connection with the stevedoring gear, except where permanent gear men are employed.

This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Sept., 1946, p. 1253, Nov., 1940, p. 1203 and Dec., 1938, p. 1424, with the following exceptions:

Hours: starting time for day work shall be at 8 a.m. and 1 p.m.

Wages: \$1.13 per hour for day work and \$1.69½ for evening and night work. Work in holds of steamers, in which bulk sulphur or bulk fertilizer has been stowed and where old wood is being used, is payable at \$1.23 for day work and \$1.84½ for evening and night work. Employees cleaning holds in which special cargoes, specified in agreement, have

been stowed shall be paid at \$1.28 per hour for day work and \$1.92 for evening and night work. These rates also apply when employees are ordered to work in refrigerator compartments where the temperature is 32 degrees Fahrenheit or lower, or when employed in "bleeding" of bags. When men resume work at midnight, they shall be paid full rate until regular knocking off time, except when ship is finishing, in which case they shall be paid until their hatch is completed, but not less than 2 hours. If men have to be dismissed owing to weather conditions, they shall be paid until time dismissed, but not less than 2 hours. Double time shall be paid for work on Sundays, St. John the Baptist Day, Dominion Day and All Saints Day.

CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL.

An Order in Council, dated July 17, and gazetted July 26, makes obligatory the terms of a new agreement between certain steamship companies and Local 1657, International Longshoremen's Association. Agreement to be in effect from July 26, 1947, to December 31, 1947, and thereafter from year to year, subject to notice. Agreement governs all checkers and coopers working on ocean-going vessels in the Harbour of Montreal.

This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, Sept., 1946, p. 1254 and July, 1943, p. 989, except for the following changes:

Hourly wage rates: \$1.05 per hour for day work and \$1.57½ for night work. All work performed between the hours at 5 p.m. and 8 a.m. shall be considered as night work. Checkers, when employed temporarily as head checkers on stowage or as warehousemen shall receive an additional 10 cents per hour. All work performed on Sundays, St. John the Baptist Day, Dominion Day, Labour Day and All Saints Day shall be paid double time.

Trade

RETAIL STORES, CHICOUTIMI.

An Order in Council, dated July 24, and gazetted August 2, amends the previous Order in Council for this industry (L.G., Sept., 1946, p. 1254).

Hours: 50 per week for female employees and 53 for male employees. The number of specified holidays is increased by the addition of Easter Monday. Minimum weekly wage rates: for men and women from \$8.50 during first 6 months to \$16.50 during fourth year; from fifth to eighth year for men \$21, for women \$19; eighth year and after \$26 for men, \$21 for women; departmental managers, assistant managers, chief clerks—male \$36, female \$23; managers \$45; superintendents \$50; delivery men (truck or horse-drawn vehicle) \$30, helpers \$20; deliverers (under 21) from \$15 to \$25; deliverer's helpers \$2 per week less than deliverers; delivery boys with bicycle (furnished by employer) \$7.50; supernumerary employees—male 45 cents per hour, female 35 cents.

HARDWARE AND PAINT TRADE, QUEBEC.

An Order in Council, dated August 12, and gazetted August 16, amends the previous Orders in Council for this industry (L.G., June, 1944, p. 754; Oct., 1945, p. 1520; July, 1946, p. 931; Jan., 1947, p. 50, and previous issues).

Good Friday afternoon is now included in the list of paid holidays, but in establishments engaged exclusively in the retail trade, the employer may have his employees work from 1 p.m. to 6 p.m. on this day. Overtime: employees shall not be required to work more than 2 hours' overtime per week without pay. Minimum weekly wage rates: chief accountant \$36, head sales clerk \$37, receiving and shipping head clerk \$31.50, orders head clerk \$34, delivery man \$29, helpers \$18 and \$21, messenger \$8, bookkeepers from \$13.50 to \$34 during ninth year, clerk (selling and taking orders) from \$10.50 to \$34 during ninth year, clerk (receiving, shipping, unpacking, labelling and storing of goods) from \$13.50 to \$28.50 in ninth year, clerk (orders) from \$13.50 to \$31 in ninth year, extra clerk 66 cents per hour, supernumerary clerk 44 cents per hour, female employees 28 cents per hour, skilled tradesmen performing general work \$30.50 per week, unqualified workers \$28.50, general employees (repairing, assembling and installing merchandise) \$26 and \$29 for senior employees, \$10.50 and \$14 for junior employees, night watchmen \$25, trade apprentices from 22 cents per hour during first year to 39 cents during fourth year. An employee classified as clerk and doing delivery work for not more than half the regular weekly working hours shall be paid \$26 per week when his years of experience as clerk do not entail the payment of a higher wage rate, in which case he shall be paid such higher rate based on his years of service.

TRADE AND OFFICE EMPLOYEES, ARVIDA, JONQUIERE, AND ST. JOSEPH D'ALMA.

An Order in Council, dated July 17, and gazetted July 26, amends the previous Orders in Council for this industry (L.G., April, 1945, p. 518, Aug., p. 1199; July, 1946, p. 931, Nov., p. 1586).

Hours: restaurants and cafés now have a 50-hour week for female employees and 56 hours for male employees. Wages in retail commercial establishments: superintendent \$57.50 per week; manager \$52.90; assistant manager \$34.50 (male), \$25.45 (female); accountants, bookkeepers, collectors \$28.75 (male), \$20 (female); assistant accountants, assistant bookkeepers, stenographers, typists from \$9.80 during first year to \$18.40 during third year for males and \$17.80 for females; cashiers \$18.40 (male), \$17.80 (females); clerks from \$9.80 during first 6 months to \$29.90 after 8 years for males and to \$19 for females; delivery men from \$11.40 to \$29.90; bicycle delivery \$9.80; commission agents from \$12.65 (males) and \$12 (females) to \$24.15. Wages in commercial establishments (other than retail): superintendent \$57.40; manager \$51.75; assistant manager \$41.40; accountant, bookkeeper \$29.90; assistant accountant, cashier \$23; clerks (male) from \$12.65 to \$23; (female) from \$12.20 to \$17.80; delivery men (vehicle or truck) \$28.75, helper \$11.50; travelling salesmen, commission agents and collectors \$28.75 (male), \$19 (female). Wages in financial institutions, industrial establishments, municipal or school corporations: manager, chief accountant, etc. \$52.90 per week, assistants \$44.25; accountant, cashier \$41.40; bookkeeper, collector meter-reader \$35.65; clerks, stenographers, typists \$29.90; secretary-treasurer of rural municipalities \$24.15; junior clerks, stenographers, typists from \$12.10 to \$29.90 after 5 years for males and from \$12.10 to \$20.30 after 3 years for females; office employees in professional men's offices from \$9.80 to \$18.40 after 3 years for males, \$13.20 for females.

Fair Wage Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Depart-

ment of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During July

During the month of July the Department of Labour prepared, on request, 103 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

Particulars of the contracts which have been entered into during this period by the various Government departments appear hereunder:—

(1) Works of Construction, Remodelling, Repair or Demolition

Note: The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour," and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation."

CANADIAN COMMERCIAL CORPORATION

Construction of a new runway and development of aerodrome, Rivers, Man. Name of contractors, The Tomlinson Construction

Company, Limited, Toronto, Ont. Amount of contract, \$1,120,868.20. A fair wages schedule, dated June 3, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.85
Blacksmiths' helpers .....	.70
Brick and hollow tile layers	1.30
Brick and hollow tile layers' helpers .....	.75
(mixing and tempering mortar)	
Carpenters and joiners	1.10
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.75
Gas, or elec. ....	.65
Compressor operators (gas, or elec.) .....	.65
Drivers .....	.65
Driver, team and wagon	1.05
Drill runners .....	.65
Electricians (inside wiremen)	1.10
Engineers, operating, steam:	
Single or double drums	1.00
Three or more drums	1.05
Enginemen, stationary .....	.75
Hoist operators—tower (gas, or elec.) .....	.65
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Ornamental iron workers	1.15
Painters and glaziers	1.05
Plumbers and steamfitters	1.25
Plumbers and steamfitters' helpers (all men assigned to help tradesmen) .....	.75
Rodmen (reinforced steel) .....	.75
Roofers:	
Felt and gravel: patent: composition .....	.75
Sheet metal .....	.90
Sheet metal workers .....	.90
Steam shovel engineers	1.05
Steam shovel firemen .....	.75
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.05
Structural steel workers	1.15
Watchmen .....	.60
Welders and burners (acetylene or elec.) .....	.95

Repairs to existing buildings at No. 2 Manning Depot, R.C.A.F. Station, Trenton, Ont. Name of contractor, W. C. Brennan Contracting Company, Limited, Hamilton, Ont. Amount of contract, \$25,500. A fair wages schedule, dated July 4, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.15
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.60
Carpenters and joiners .....	.80
Cement finishers .....	.70
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Drivers .....	.55
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.80
Engineers, operating, steam .....	.95
Enginemn, stationary .....	.65
Labourers .....	.55
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Ornamental iron workers .....	.90
Painters (spray) .....	.75
Painters and glaziers .....	.70
Plumbers and steamfitters .....	.80
Rodmen (reinforced steel) .....	.65
Roofers:	
Felt and gravel: patent: composition .....	.60
Sheet metal .....	.70
Sheet metal workers .....	.70
Shinglers (wood, asbestos) .....	.80
Watchmen .....	.50
Welders and burners (acetylene or elec.)	1.00

Construction of a monitor control station, Sawmill Bay, N.W.T. Name of contractors, Northern Power Construction Limited, Edmonton, Alberta. Amount of contract, \$100,000. A fair wages schedule, dated July 8, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Axemen	\$ 1.25
Blacksmiths	1.50
Carpenters and joiners	1.50
Electricians (inside wiremen)	1.50
Labourers	1.00
Plumbers and steamfitters	1.50
Steam shovel engineers	1.50
Tractor operators (Letourneau, etc.)	1.25
Welders and burners (acetylene or elec.)	1.50
Diesel mechanics	1.50
Linemen (power)	1.50

NATIONAL HARBOURS BOARD

Concrete paving at the north end of Lapointe Pier, Vancouver Harbour, B.C. Name of contractors, Dominion Construction Company Limited, Vancouver, B.C. Amount of contract, \$4,314. A fair wages schedule, dated May 5, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.25
Cement finishers	1.20

Cement and concrete mixer operators:	
Steam	1.25
Gas. or elec. ....	.86
Labourers .....	.80
Motor truck drivers .....	.85
Motor truck driver and truck	1.85
Road grader operators (gas.)	1.06
Road roller operators (steam or gas.) .....	.85
Tractor operators:	
Letourneau, etc.	1.25
Small .....	.86
Watchmen .....	.60

Reconstruction of cribwork—Pier No. 9, Halifax Harbour, N.S. Name of contractors, Standard Construction Company Limited, Halifax, N.S. Amount of contract, \$21,234. A fair wages schedule, dated May 7, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.85
Blacksmiths' helpers .....	.65
Carpenters and joiners	1.05
Compressor operators (gas. or elec.) .....	.70
Divers	14.48*
Divers' tenders	5.43*
(To be allowed full day's pay whether employed full or part time.)	
Drivers .....	.60
Driver, team and wagon .....	.95
Engineers, operating, steam .....	.90
Engineers, crane (steam, gas. elec.) .....	.90
Enginemn, stationary .....	.70
Hoist operators—tower (gas. or elec.) .....	.70
Labourers .....	.60
Motor boat operators .....	.65
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Steam shovel engineers	1.25
Steam shovel firemen .....	.80
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.25
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.70
Watchmen .....	.55
*Per day.	

Reconditioning concrete piles at Pier 2, Halifax Harbour, N.S. Name of contractors, Gunite and Waterproofing Limited, Montreal, P.Q. Amount of contract, \$15,900. A fair wages schedule, dated May 9, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Air chipper operator	\$.70
Blacksmiths .....	.85
Blacksmiths' helpers .....	.65
Carpenters and joiners	1.05
Cement finishers .....	.80
Cement gun operators .....	.80
Cement gun nozzlemen	1.10
Compressor operators (gas. or elec.) .....	.70
Drill runners .....	.70
Enginemn, stationary .....	.70
Labourers .....	.60
Pipefitters (surface—temp. work) .....	.75
Plumbers and steamfitters	1.13
Riggers (general) .....	.75

	Per Hour
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.70
Watchmen .....	.55

Repairs to Marine Leg, Berth 25, Halifax Harbour, N.S. Name of contractors, Maritime Steel and Foundries Limited, New Glasgow, N.S. Amount of contract, \$3,950. A fair wages schedule, dated June 13, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.11
Compressor operators (gas. or elec.) .....	.70
Engineers, crane (steam, gas. elec.) .....	.90
Engineers on steel erection	1.10
Hoist operators—tower (gas. or elec.) .....	.70
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Structural steel workers	1.10
Watchmen .....	.55
Welders and burners:	
Acetylene or elec. ....	.90
On steel erection	1.10

Resurfacing and drainage of roadway, Fishermen's Wharf, Vancouver Harbour, B.C. Name of contractors, Construction and Supply Company, Deep Cove, B.C. Amount of contract, \$2,840.50. A fair wages schedule, dated June 18, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.86
Asphalt tampers, smoothers and spreaders .....	.86
Carpenters and joiners	1.25
Labourers .....	.80
Motor truck drivers .....	.90
Motor truck driver and truck	1.90
Road roller operators (steam or gas.) .....	.90
Watchmen .....	.60

DEPARTMENT OF PUBLIC WORKS

Reconstruction of wharf, Montague, P.E.I. Name of contractors, Messrs. Wallace Noye, Allison Raynor, William Baglole and James Noye, Ellerslie, P.E.I. Amount of contract, \$37,410. A fair wages schedule, dated November 4, 1946, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$.70
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, horse and cart .....	.65
Driver, team and wagon .....	.80
Drill runners .....	.60
Engineers, crane (steam, gas. elec.) .....	.75
Enginemmen, stationary .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pile driver and derrick foremen .....	.85
Pile driver and derrick engineers .....	.75
Pile driver and derrick men (rigging, setting and signalling) .....	.65

	Per Hour
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.65
Watchmen .....	.45

Construction of wharf extension, Paspebiac, Bonaventure County, P.Q. Name of contractor, Mr. Bert Dimock, New Richmond West, P.Q. Amount of contract, \$164,072.50. A fair wages schedule, dated April 21, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Carpenters and joiners .....	.70
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon .....	.75
Drill runners .....	.60
Engineers, operating, steam .....	.80
Enginemmen, stationary .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Powdermen .....	.60
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Wharf replacement, Bella Coola, Skeena, B.C. Name of contractors, Horie-Latimer Construction Company, Limited, Vancouver, B.C. Amount of contract, \$144,622. A fair wages schedule, dated May 9, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.12
Electricians (inside wiremen)	1.19
Labourers .....	.65
Painters and glaziers .....	.97
Pile driver and derrick foremen	1.55
Pile driver and derrick engineers	1.37
Pile driver and derrick bridgemen	1.30
Pile driver and derrick boommen	1.30
Pile driver and derrick men (rigging, setting and signalling)	1.30
Pile driver and derrick firemen .....	.94
Roofers (sheet metal)	1.18
Watchmen .....	.60
Wharf and dock builders	1.30

Construction of wharf extension, Marsouins, Gaspé County, P.Q. Name of contractor, Mr. Leandre Thibault, Matane, P.Q. Amount of contract, \$57,689. A fair wages schedule, dated May 20, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Carpenters and joiners .....	.70
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50

	Per Hour
Driver, team and wagon .....	.75
Drill runners .....	.60
Engineers, operating, steam .....	.80
Enginemmen, stationary .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Powdermen .....	.60
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Repairs, painting and decorating, Public Building, Perth, Ont. Name of contractor, Mr. Harry Lockhart, Carleton Place, Ont. Amount of contract, \$5,200. A fair wages schedule, dated July 23, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$.80
Drivers .....	.55
Driver, team and wagon .....	.90
Labourers .....	.55
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Painters and glaziers .....	.70
Plasterers .....	.95
Plasterers' helpers (mixing and tempering material) .....	.60
Watchmen .....	.50
Waxers and polishers (floor) .....	.60

Wharf repairs, Victoria Beach, Man. Name of contractors, Wm. Newman Company, Limited, St. Boniface, Man. Amount of contract, \$48,765. A fair wages schedule, dated May 31, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.85
Blacksmiths' helpers .....	.70
Carpenters and joiners	1.10
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.75
Gas, or elec. ....	.65
Drivers .....	.65
Driver, team and wagon	1.05
Engineers, crane (steam, gas, elec.)	1.05
Labourers .....	.65
Motor boat operators .....	.70
Motor truck drivers .....	.70
Motor truck driver and truck	1.70
Pile driver and derrick foremen	1.15
Pile driver and derrick engineers	1.65
Pile driver and derrick men (rigging, setting and signalling) .....	.70
Pile driver and derrick firemen .....	.75
Pile driver and derrick labourers .....	.65
Rivermen (log manipulators on storage dams and men employed on soundings and on hazardous work on rivers and streams) .....	.70
Road grader operators:	
Horsedrawn .....	.65
Including team	1.05
Gas. ....	.75
Road roller operators (steam or gas.) .....	.80
Rodmen (reinforced steel) .....	.75
Shovel operators (gas.)	1.05

	Per Hour
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.80
Tractor operators:	
Letourneau, etc., .....	.75
Small .....	.70
Watchmen .....	.60
Welders and burners (acetylene or elec.) .....	.95

Installation of a ventilating system on the first, second and third floors, and construction of a pent-house at Hyslop Building, Toronto, Ont. Name of contractors, Redfern Construction Company Limited, Toronto, Ont. Amount of contract, \$14,970. A fair wages schedule, dated June 24, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.60
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.85
Carpenters and joiners	1.35
Cement finishers	1.20
Electricians (inside wiremen)	1.45
Labourers .....	.75
Motor truck drivers .....	.79
Motor truck driver and truck	1.79
Painters and glaziers	1.15
Plasterers	1.50
Plasterers' helpers (mixing and tempering material)	1.00
Roofers:	
Felt and gravel: patent: composition .....	.90
Sheet metal	1.46
Sheet metal workers	1.46
Watchmen .....	.65
Waxers and polishers (floor) .....	.80

Wharf extension at St. Maurice de l'Echourie, P.Q. Name of contractor, Mr. Leandre Thibault, Matane, P.Q. Amount of contract, \$27,399.70. A fair wages schedule, dated May 22, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Carpenters and joiners .....	.70
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon .....	.75
Drill runners .....	.60
Engineers, operating, steam .....	.80
Enginemmen, stationary .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Powdermen .....	.60
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

Installation of ventilation systems on the first, second, third and fourth floors of the Printing Bureau, Ottawa, Ont. Name of contractor, Mr. Wilfrid D. St. Cyr, Hull, P.Q.

Amount of contract, \$11,705. A fair wages schedule, dated July 10, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.40
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.65
Carpenters and joiners	1.18
Cement finishers .....	.80
Drivers .....	.61
Driver, team and wagon .....	.95
Electricians (inside wiremen)	1.05
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Roofers:	
Felt and gravel: patent: composition .....	.65
Sheet metal	1.25
Sheet metal workers	1.25
Watchmen .....	.56

Installation of a lighting system in the Norlite Building, Ottawa, Ont. Name of contractor, Mr. Stanley G. Brookes, Ottawa, Ont. Amount of contract, \$10,000. A fair wages schedule, dated July 10, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.18
Electricians (inside wiremen)	1.05
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Watchmen .....	.56

Alterations and additions to Public Building, St. Joseph d'Alma, P.Q. Name of contractor, Mr. Joseph Louis Tremblay, St. Joseph d'Alma, P.Q. Amount of contract, \$29,000. A fair wages schedule, dated July 3, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.10
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.75
Carpenters and joiners .....	.90
Cement finishers .....	.85
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.80
Compressor operators (gas. or elec.) .....	.80
Drivers .....	.70
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.90
Engineers on steel erection	1.11
Labourers .....	.70
Lathers:	
Metal .....	.80
Wood .....	.80
Linoleum layers .....	.85

Motor truck drivers .....	.75
Motor truck driver and truck	1.75
Ornamental iron workers .....	.85
Painters and glaziers .....	.85
Plasterers	1.05
Plasterers' helpers (mixing and tempering material) .....	.75
Plumbers and steamfitters .....	.90
Roofers:	
Felt and gravel: patent: composition .....	.85
Sheet metal .....	.85
Sheet metal workers .....	.85
Shinglers (wood, asbestos) .....	.85
Stonemasons	1.10
Stonemasons' helpers (mixing and tempering mortar) .....	.75
Structural steel workers	1.11
Tile setters:	
Asphalt .....	.75
Ceramic	1.00
Tile setters' helpers (all men assigned to help tradesmen) .....	.75
Watchmen .....	.55
Welders and burners:	
Acetylene or elec.	1.05
On steel erection	1.11

Alterations and additions to Public Building, Lac Megantic, P.Q. Name of contractors, Messrs. Alphonse Gratton, Inc., Montreal, P.Q. Amount of contract, \$42,500. A fair wages schedule, dated July 10, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.00
Brick and hollow tile layers' helpers (mixing and tempering mortar) .....	.60
Carpenters and joiners .....	.80
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.70
Drivers .....	.55
Driver, team and wagon .....	.90
Electricians (inside wiremen) .....	.80
Labourers .....	.55
Lathers:	
Metal .....	.75
Wood .....	.70
Linoleum layers .....	.70
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Ornamental iron workers .....	.90
Painters and glaziers .....	.70
Plasterers	1.00
Plasterers' helpers (mixing and tempering material) .....	.60
Plumbers and steamfitters .....	.85
Roofers:	
Felt and gravel: patent: composition .....	.70
Sheet metal .....	.80
Sheet metal workers .....	.80
Shinglers (wood, asbestos) .....	.80
Stonemasons	1.00
Stonemasons' helpers (mixing and tempering mortar) .....	.60
Structural steel workers	1.11
Tile setters:	
Asphalt .....	.75
Ceramic	1.00
Tile setters' helpers (all men assigned to help tradesmen) .....	.60
Watchmen .....	.50
Waxers and polishers (floor) .....	.60

Extension to Out-Patients' Building, Sunnybrook Hospital, Toronto, Ont. Name of contractors, Redfern Construction Company, Limited, Toronto, Ont. Amount of contract, \$518,700. A fair wages schedule, dated May 27, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asbestos insulation workers	\$ 1.15
Blacksmiths .....	.96
Blacksmiths' helpers .....	.75
Boilermakers on construction or erection	1.20
Brick and hollow tile layers	1.60
Brick and hollow tile layers' helpers .....	.85
(mixing and tempering mortar)	
Carpenters and joiners	1.35
Cement finishers	1.20
Cement and concrete mixer operators:	
Steam	1.10
Gas, or elec.	1.10
Compressor operators (gas, or elec.)	1.10
Drivers .....	.75
Driver, team and wagon	1.10
Drill runners .....	.85
Electricians (inside wiremen)	1.45
Elevator constructors	1.50
Elevator constructors' helpers	1.05
Engineers, operating, steam	1.25
Engineers, crane (steam, gas, elec.)	1.50
Engineers on steel erection	1.20
Enginemen, stationary .....	.87
Hoist operators—tower (gas, or elec.)	1.25
Labourers .....	.75
Lathers:	
Metal	1.50
Wood	1.50
Linoleum layers .....	.90
Marble setters	1.30
Marble setters' helpers .....	.85
(all men assigned to help tradesmen)	
Mastic floor layers	1.10
Mastic floor rubbers and finishers	1.00
Mastic floor kettlemen	1.00
Mastic floor labourers .....	.75
Motor truck drivers .....	.79
Motor truck driver and truck	1.79
Ornamental iron workers .....	.97
Painters (spray)	1.15
Painters and glaziers	1.15
Plasterers	1.50
Plasterers' helpers (mixing and tempering material)	1.00
Plumbers and steamfitters	1.48
Rodmen (reinforced steel) .....	.90
Rodmen (experienced)	1.10
Roofers:	
Felt and gravel: patent: composition .....	.90
Sheet metal	1.46
Sheet metal workers	1.46
Shinglers (wood, asbestos)	1.35
Sprinkler installers	1.15
Steam shovel engineers	1.50
Steam shovel firemen .....	.95
Steam shovel oilers .....	.95
Shovel operators (gas.)	1.50
Stonemasons	1.60
Stonemasons' helpers (mixing and tempering mortar) .....	.85
Structural steel workers	1.20
Terrazzo layers	1.20
Terrazzo machine operators:	
Dry	1.00
Wet .....	.85
Terrazzo finishers and helpers .....	.75
Tile setters:	
Asphalt	1.00

	Per Hour
Ceramic	1.20
Tile setters' helpers (all men assigned to help tradesmen) .....	.85
Tractor operators:	
Letourneau, etc.	1.10
Small .....	.85
Watchmen .....	.65
Waxers and polishers (floor) .....	.80
Welders and burners:	
Acetylene or elec.	1.00
On steel erection	1.20

Installation of street lighting system for walks and grounds at Health and Occupational Centre, London, Ont. Name of contractors, Canadian Comstock Company, Limited, Leaside, Ont. Amount of contract, \$9,998. A fair wages schedule, dated June 26, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.80
Asphalt tampers, smoothers and spreaders .....	.70
Carpenters and joiners	1.25
Cement finishers .....	.90
Cement and concrete mixer operators:	
Steam .....	.90
Gas, or elec. ....	.80
Compressor operators (gas, or elec.) .....	.90
Electricians (inside wiremen)	1.15
Labourers .....	.65
Motor truck drivers .....	.70
Motor truck drivers and truck	1.70
Ornamental iron workers .....	.90
Painters (spray) .....	.90
Painters and glaziers .....	.85
Sheet metal workers .....	.85
Tractor operators:	
Letourneau, etc. ....	.90
Small .....	.80
Watchmen .....	.60
Drivers for trenching machine .....	.90

Reconstruction of wharf, Winnipegosis, Dauphin County, Man. Name of contractors, Messrs. Macaw and Macdonald, Winnipeg, Man. Amount of contract, \$21,399.20. A fair wages schedule, dated December 10, 1946, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.75
Blacksmiths' helpers .....	.63
Carpenters and joiners	1.00
Drivers .....	.55
Driver, team and wagon .....	.95
Engineers, crane (steam, gas, elec.)	1.00
Labourers (common) .....	.55
Motor boat operators .....	.65
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Pile driver and derrick foremen	1.20
Pile driver and derrick engineers	1.00
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.70
Pile driver and derrick labourers .....	.60
Road grader operators:	
Horsedrawn .....	.60
Including team .....	.95
Gas. ....	.75

	Per Hour
Shovel operators (gas.)	1.00
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.75
Tractor operators:	
Letourneau, etc. ....	.80
Small .....	.70
Watchmen .....	.50
Welders and burners (acetylene or elec.) .....	.85

Alteration to Temporary Building, No. 6, Ottawa, Ont. Name of contractors, The George C. Graves Construction Company Limited, Ottawa, Ont. Amount of contract, \$6,120. A fair wages schedule, dated May 20, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.25
Brick and hollow tile layers' helpers .....	.65
(mixing and tempering mortar)	
Carpenters and joiners	1.18
Cement finishers .....	.80
Electricians (inside wiremen)	1.05
Labourers .....	.61
Lathers:	
Metal .....	.90
Wood .....	.85
Linoleum layers .....	.75
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.25
Watchmen .....	.56
Waxers and polishers (floor) .....	.65

Installation of a ventilating system on the third, fourth and fifth floors of Jackson Building, Ottawa, Ont. Name of contractor, Mr. Edgar Dagenais, Ottawa, Ont. Amount of contract, \$11,100. A fair wages schedule, dated July 8, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.25
Brick and hollow tile layers' helpers .....	.65
(mixing and tempering mortar)	
Carpenters and joiners	1.18
Cement finishers .....	.80
Electricians (inside wiremen)	1.05
Labourers .....	.61
Lathers:	
Metal .....	.90
Wood .....	.85
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Plumbers and steamfitters	1.25
Roofers:	
Felt and gravel: patent: composition .....	.65
Sheet metal	1.10
Sheet metal workers	1.16
Terrazzo layers	1.20
Terrazzo machine operators:	
Dry	1.00
Wet .....	.85

	Per Hour
Terrazzo finishers and helpers .....	.65
Watchmen .....	.56
Waxers and polishers (floor) .....	.65

Alterations and improvements to electrical distribution system of the Department of Mines and Resources, Buildings A, B and C, Booth Street, Ottawa, Ont. Name of contractor, the Fred A. Wilson Contracting Company, Ottawa, Ont. Amount of contract, \$9,072. A fair wages schedule, dated July 3, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Brick and hollow tile layers	\$ 1.25
Brick and hollow tile layers' helpers .....	.65
(mixing and tempering mortar)	
Cement finishers .....	.80
Electricians (inside wiremen)	1.05
Labourers .....	.61
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Painters and glaziers .....	.96
Plasterers	1.16
Plasterers' helpers (mixing and tempering material) .....	.65
Watchmen .....	.56

Wharf reconstruction, St. Olivier, N.B. Name of contractors, Messrs. J. W. McMulkin and Son, Upper Gagetown, N.B. Amount of contract, \$18,073. A fair wages schedule, dated May 8, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Blacksmiths	\$.70
Blacksmiths' helpers .....	.55
Boatmen (rowboats) .....	.50
Compressor operators (gas. or elec.) .....	.60
Drivers .....	.50
Driver, team and wagon .....	.85
Engineers, operating, steam .....	.75
Gas engine runners .....	.60
Labourers .....	.50
Motor boat operators .....	.55
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Pile driver and derrick foremen .....	.85
Pile driver and derrick engineers .....	.75
Pile driver and derrick men (rigging, setting and signalling) .....	.65
Pile driver and derrick firemen .....	.60
Pile driver and derrick labourers .....	.55
Timbermen and cribmen (measuring, scribing and, by the use of the axe, adze, etc., cutting and fitting timber) .....	.60
Watchmen .....	.45

DEPARTMENT OF TRANSPORT

Additional development, Charlottetown Airport, Charlottetown, P.E.I. Name of contractors, The Island Construction Limited, Charlottetown, P.E.I. Amount of contract, \$8,120. A fair wages schedule, dated May 13, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.65
Asphalt tamers, smoothers and spreaders .....	.55

	Per Hour
Compressor operators (gas. or elec.) .....	.60
Dragline operators (steam or gas.)	1.06
Dragline firemen .....	.65
Dragline oilers .....	.60
Drill runners .....	.60
Labourers .....	.50
Motor truck drivers .....	.55
Motor truck driver and truck	1.55
Road grader operators:	
Horsedrawn .....	.55
Including team .....	.80
Gas. ....	.60
Road roller operators (steam or gas.) .....	.70
Steam shovel engineers	1.06
Steam shovel firemen .....	.65
Steam shovel oilers .....	.60
Shovel operators (gas.)	1.06
Tractor operators:	
Letourneau, etc. ....	.70
Small .....	.60
Watchmen .....	.45

Additional development, New Glasgow aerodrome, New Glasgow, N.S. Name of contractors, Acadia Construction Company, Limited, Bridgewater, N.S. Amount of contract, \$118,825. A fair wages schedule, dated June 6, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.70
Asphalt tampers, smoothers and spreaders .....	.60
Axemen .....	.60
Blacksmiths .....	.80
Blacksmiths' helpers .....	.60
Carpenters and joiners .....	.80
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.80
Gas. or elec. ....	.65
Compressor operators (gas. or elec.) .....	.65
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.80
Dragline oilers .....	.70
Drivers .....	.55
Driver, team and wagon .....	.90
Drill runners .....	.65
Labourers .....	.55
Motor truck drivers .....	.60
Motor truck driver and truck	1.60
Powdermen .....	.65
Road grader operators:	
Horsedrawn .....	.60
Including team .....	.95
Gas. ....	.65
Road roller operators (steam or gas.) .....	.80
Steam shovel engineers	1.25
Steam shovel firemen .....	.80
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.25
Tractor operators:	
Letourneau, etc. ....	.75
Small .....	.65
Watchmen .....	.50

Additional development, Moncton airport, Moncton, N.B. Name of contractors, Rayner Construction Limited, Leaside, Ont. Amount of contract, \$240,055. A fair wages schedule,

dated June 13, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders .....	.65
Carpenters and joiners .....	.90
Cement finishers .....	.80
Cement and concrete mixer operators:	
Steam .....	.85
Gas. or elec. ....	.70
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.80
Dragline oilers .....	.70
Drivers .....	.60
Driver, team and wagon .....	.95
Drill runners .....	.70
Engineers, operating, steam .....	.90
Enginemn, stationary .....	.70
Hoist operators—tower (gas. or elec.) .....	.70
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Powdermen .....	.70
Road grader operators:	
Horsedrawn .....	.65
Including team	1.00
Gas. ....	.70
Road roller operators (steam or gas.) .....	.85
Steam shovel engineers	1.25
Steam shovel firemen .....	.80
Steam shovel oilers .....	.70
Shovel operators (gas.)	1.25
Tractor operators:	
Letourneau, etc. ....	.80
Small .....	.70
Watchmen .....	.55
Welders and burners (acetylene or elec.) .....	.90

Additional development of aerodrome, Penhold, Alta. Name of contractors, O'Sullivan Construction Company, Lethbridge, Alta. Amount of contract, \$4,230. A fair wages schedule dated, July 10, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Asphalt rakers	\$.75
Asphalt tampers, smoothers and spreaders .....	.65
Compressor operators (gas. or elec.) .....	.70
Dragline operators (steam or gas.)	1.25
Dragline firemen .....	.75
Dragline oilers .....	.75
Drill runners .....	.70
Labourers .....	.60
Motor truck drivers .....	.65
Motor truck driver and truck	1.65
Road grader operators (gas.) .....	.85
Road roller operators (steam or gas.) .....	.85
Steam shovel engineers	1.25
Steam shovel firemen .....	.75
Steam shovel oilers .....	.75
Shovel operators (gas.)	1.25
Tractor operators:	
Letourneau, etc. ....	.80
Small .....	.70
Watchmen .....	.55

Construction of instrument landing facilities at airport, Malton, Ont. Name of contractors, Messrs. W. J. Pullam and F. W. Koehler, Lambton Mills P.O., Toronto 9, Ont. Amount

of contract, \$41,138.50. A fair wages schedule, dated July 17, 1947, in the terms following, was furnished for inclusion in the contract:—

	Per Hour
Carpenters and joiners	\$ 1.35
Cement finishers:	
On buildings	1.20
Roadways and sidewalks .....	.85
Cement and concrete mixer operators:	
Steam	1.10
Gas, or elec.	1.10
Compressor operators (gas, or elec.)	1.10
Drivers .....	.75
Driver, team and wagon	1.10
Drill runners .....	.85
Electricians (inside wiremen)	1.45
Labourers .....	.75
Linoleum layers .....	.90
Motor truck drivers .....	.79
Motor truck driver and truck	1.79
Ornamental iron workers .....	.97
Painters (spray)	1.15
Painters and glaziers	1.15
Pipefitters (surface—temp. work) .....	.90
Road grader operators:	
Horsedrawn .....	.75
Including team	1.10
Gas. ....	.85
Road roller operators (steam or gas.) .....	.90
Rodmen (reinforced steel) .....	.90
Rodmen (experienced)	1.10
Roofers:	
Felt and gravel: patent: composition .....	.90
Sheet metal	1.46
Sheet metal workers	1.46
Steam shovel engineers	1.50
Steam shovel firemen .....	.95
Steam shovel oilers .....	.95
Shovel operators (gas.)	1.50
Stonemasons	1.60
Stonemasons' helpers (mixing and tempering mortar) .....	.85
Tractor operators:	
Letourneau, etc.	1.10
Small .....	.85
Watchmen .....	.65
Welders and burners:	
Acetylene or elec.	1.00
On steel erection	1.20

(2) Dredging Work

Note: The labour conditions of contracts of this nature contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

DEPARTMENT OF PUBLIC WORKS

Dredging work at Fort William, Ont. Name of contractors, Canadian Dredge and Dock Company Limited, Toronto, Ont. Amount of contract, \$57,498.

Dredging work at Hamilton, Ont. Name of contractors, Messrs. J. P. Porter and Sons, Limited, Montreal, P.Q. Amount of contract, \$98,600.

Dredging work at Oakville, Ont. Name of contractors, McNamara Construction Company, Limited, Toronto, Ont. Amount of contract, \$27,390.

Dredging work at Port Arthur, Ont. Name of contractors, Consolidated Dredging Limited, Toronto, Ont. Amount of contract, \$388,902.50.

Dredging work at Simcoe Island, Ont. Name of contractors, Russell Construction Company, Limited, Toronto, Ont. Amount of contract, \$11,346.

Dredging work at Point Pleasant (Indian Point), Ont. Name of contractors, Russell Construction Company, Limited, Toronto, Ont. Amount of contract, \$8,740.

Dredging work at Stonehaven, N.B. Name of contractors, Diamond Construction Company, Limited, Fredericton, N.B. Amount of contract, \$7,238.

The following contracts, executed for the Department of Public Works, also contained the General Fair Wages Clauses:—

Scraping and painting inside and outside of floating caisson and rolling caisson of Champlain Dry Dock, Lauzon, P.Q. Name of contractor, Davie Shipbuilding and Repairing Company, Limited, Levis, P.Q. Amount of contract, \$29,984.

Construction of two steel hopper scows, Sydney, N.S. Name of contractors, The Sydney Engineering and Dry Dock Company, Limited, Sydney, N.S. Amount of contract, \$66,944.88.

(3) Contracts for the Manufacture of Supplies and Equipment

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	3,607	3,935,425.00
Post Office	20	160,781.38
Royal Canadian Mounted Police....	4	53,605.00

Unemployment Insurance

Unemployment Insurance Statistics, July, 1947

Analysis of Claims for Benefit—Adjudication of Claims—Status of Fund

DURING July, 20,034 claims for Unemployment Insurance Benefit were filed in local offices throughout Canada, as against 21,365 filed during June and 27,576 in July, 1946, according to the monthly report issued by the Dominion Bureau of Statistics.

Ordinary claims on the live unemployment register at July 31 numbered 41,877 (26,943 male and 14,934 female). This compares with 47,817 (31,109 male and 16,708 female) ordinary claims at June 30 and 68,535 (48,864 male and 19,671 female) at July 31, 1946. These totals indicate some reduction in the number of cases of recorded unemployment among insured persons at the end of July as against June and a considerable decrease at July 31 this year compared with the same date last year. In addition, there were 1,328 (1,037 male and 291 female) other claims on the register as at July 31 compared with 2,616 (2,230 male and 386 female) at June 30. These are largely short-time claims.

Claims on the live register at July 31 are classified in Table 6 by the number of days continuously on the register since the last initial or renewal claim was filed. This indicates the duration of current cases of recorded unemployment among insured persons.

In July, 26,861 claims were adjudicated by Insurance officers, 18,046 being considered entitled to benefit and 8,815 not entitled to benefit. The chief reasons for non-entitlement were: "refused an offer of work and neglected an opportunity to work" 2,260 cases, "insufficient contributions while in insurable

employment" 2,239 cases, "voluntarily left employment without just cause" 2,219 cases.

A total of 51,270 persons received one or more benefit payments amounting to \$1,956,722 for 1,018,204 compensated days of unemployment in July compared with 62,221 persons paid \$2,153,537 for 1,122,849 compensated unemployed days in June and 83,838 persons who received \$3,304,896 for 1,670,652 compensated days during July, 1946.

The average duration of the unemployment compensated was, then, 19.9 days in July, 18.0 days in June and 19.9 days last July. The average amount of benefit paid per beneficiary was \$38.17 in July, \$34.61 in June and \$39.42 in July, 1946. The average amount of benefit paid per compensated day of unemployment was \$1.92 in July, \$1.92 in June and \$1.98 in July of last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending July 31, 1947, showed 2,862,663 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 126,486 since June 30, 1947.

As at July 31, 1947, 181,071 employers were registered as having insurable employees representing an increase of 2,499 since June 30, 1947.

TABLE 1.—SUMMARY OF REGISTRATIONS FOR EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1946 TO JULY 31, 1946 AND FROM APRIL 1, 1947 TO JULY 31, 1947

Region	1946		1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	12,850	191,222	13,589	205,579
Quebec.....	44,588	724,455	47,989	801,449
Ontario.....	62,315	989,652	67,435	1,145,489
Prairie.....	30,922	402,345	32,755	422,847
Pacific.....	17,450	252,534	19,303	287,299
Total for Canada.....	168,125	2,560,208	181,071	2,862,663

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO JULY, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,825	34,777	27,603
June.....	4,629	1,772	3,226	10,857	30,646	21,365
July.....	2,668	1,087	3,106	10,886	27,576	20,034
August.....	1,855	1,370	3,241	20,557	25,115	
September.....	1,118	1,013	3,715	40,473	28,555	
October.....	1,058	1,475	6,222	36,717	34,891	
November.....	1,748	2,896	11,798	53,325	37,111	
December.....	3,337	6,562	13,770	57,612	52,479	
Total.....	26,924	36,660	90,897	296,391	488,667	259,358

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, JULY, 1947

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months) ¹		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending (2)
Prince Edward Island.....	133	97	36	118	72	83
Nova Scotia.....	1,861	1,230	631	2,828	1,115	1,108
New Brunswick.....	1,215	954	261	918	407	799
Quebec.....	5,527	3,927	1,600	4,391	2,959	2,805
Ontario.....	6,543	3,783	2,760	5,991	2,199	2,134
Manitoba.....	1,322	826	496	1,019	690	705
Saskatchewan.....	425	280	145	347	209	214
Alberta.....	639	419	220	506	252	252
British Columbia.....	2,369	1,573	796	1,928	912	2,074
Total, Canada, July, 1947.....	20,034	13,089	6,945	18,046	8,815	10,174
Total, Canada, June, 1947.....	21,365	15,289	6,076	18,025	9,445	12,343
Total ⁽²⁾ Canada, July, 1946.....	27,576	18,785	8,791	22,008	9,221	7,739

⁽¹⁾ Action taken at Insurance Offices.⁽²⁾ Includes claims referred to appeals.⁽³⁾ Revised claims for 1946 not available.

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of July 1946	Month of July 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,421	2,239	16,716
Not capable of and not available for work.....	237	616	2,488
Loss of work due to a labour dispute.....	3,304	222	1,190
Refused offer of work and neglected opportunity to work.....	265	2,260	10,190
Discharged for misconduct.....	342	210	1,079
Voluntarily left employment without just cause.....	2,158	2,219	9,641
Other reasons ⁽¹⁾	494	1,049	4,246
Total.....	9,221	8,815	45,550

⁽¹⁾ These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT BENEFIT PAID, JULY, 1947

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	487	154	7,896	\$ 14,281
Nova Scotia.....	6,584	2,630	142,358	296,538
New Brunswick.....	2,502	820	43,307	86,571
Quebec.....	15,289	4,052	302,167	544,469
Ontario.....	13,510	3,748	275,780	527,911
Manitoba.....	3,762	945	70,785	132,150
Saskatchewan.....	1,269	321	24,173	45,166
Alberta.....	1,661	418	31,185	61,786
British Columbia.....	6,206	1,686	120,553	247,850
Total, Canada, July, 1947.....	51,270	14,774	1,018,204	1,956,722
Total, Canada, June, 1947.....	62,221	15,091	1,122,849	2,153,537
Total, Canada, July, 1946.....	83,838	19,534	1,670,652	3,304,896

TABLE 6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, JULY 31, 1947

Province	Total	6 days or less	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	286	59	15	33	45	28	106
Male.....	198	36	8	22	24	20	88
Female.....	88	23	7	11	21	8	18
Nova Scotia.....	5,344	705	268	501	1,103	778	1,989
Male.....	4,523	613	223	408	959	679	1,641
Female.....	821	92	45	93	144	99	348
New Brunswick.....	1,901	372	104	259	328	200	638
Male.....	1,516	327	75	220	266	139	489
Female.....	385	45	29	39	62	61	149
Quebec.....	12,323	1,984	814	1,432	2,152	1,442	4,499
Male.....	7,685	1,232	522	882	1,259	894	2,896
Female.....	4,638	752	292	550	893	548	1,603
Ontario.....	13,397	3,098	823	1,274	1,828	1,370	5,004
Male.....	7,614	2,262	465	714	924	638	2,611
Female.....	5,783	836	358	560	904	732	2,393
Manitoba.....	2,747	361	182	295	494	325	1,090
Male.....	1,474	142	84	142	243	166	697
Female.....	1,273	219	98	153	251	159	393
Saskatchewan.....	972	142	63	112	142	109	404
Male.....	549	85	28	49	79	65	243
Female.....	423	57	35	63	63	44	161
Alberta.....	1,368	192	160	123	202	145	546
Male.....	956	134	116	83	121	105	397
Female.....	412	58	44	40	81	40	149
British Columbia.....	4,867	634	375	579	807	509	1,963
Male.....	3,465	395	269	364	563	354	1,515
Female.....	1,402	239	106	215	239	155	448
TOTAL.....	43,205	7,547	2,804	4,608	7,101	4,906	16,239
Male.....	27,980	5,226	1,790	2,884	4,443	3,060	10,577
Female.....	15,225	2,321	1,014	1,724	2,658	1,846	5,662

TABLE 7.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1947

Fiscal Year Ended March 31	REVENUE							EXPENDITURE		
	CONTRIBUTIONS (Gross less Refunds)							Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities			
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,267,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 55	70,762,796 00	716,012 75	114,011,029 93
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 12	11,926,369 55	19,018,303 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64
April.....	*1,290 87	*Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 54	2,189,549 78	3,778,228 88	371,289,946 54
May.....	3,286,771 69	931,289 50	2,431,448 93	6,699,510 12	1,333,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95	376,995,667 51
June.....	3,383,750 49	999,288 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06	383,414,055 94
July.....	3,272,300 86	1,000,375 70	2,234,707 63	6,507,384 19	1,296,397 63	540 00	750,195 24	8,554,517 06	1,953,664 08	390,014,908 02
Sub Total.....	9,944,113 91	2,980,953 82	8,021,370 79	20,946,438 52	4,184,643 87	2,187 00	2,955,062 86	28,088,332 25	10,952,048 97	390,014,908 92
GRAND TOTAL.....	203,145,388 52	71,283,932 15	104,418,639 34	378,847,960 01	75,766,660 86	12,313 89	28,879,508 12	483,506,442 88	93,491,533 96	390,014,908 92

The column for "Bulk" includes Miscellaneous \$1,756.89 and Contributions for Armed Service \$13,097,686.57.

The column "Interest on Investments and Profit on Sale of Securities" represents:

- (a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;
(b) Profit on sale of securities taken into account at the end of each year only.

* April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

Digest of Selected Decisions of the Umpire under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945, number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 108

(24 July, 1946)

Held that it is customary in many industries in all parts of the country to have more than one shift working at a plant and the objection to working on a night shift in such industries cannot be accepted as a valid reason for refusal to accept employment. The material facts of the case are as follows:—

The claimant, a single man, aged 18 years, was last employed by an oilcloth and linoleum company as a general helper at 50 cents an hour for 39 months and became separated from his employment on the 27th of September, 1945, on account of work shortage.

On October 29, 1945, the claimant was notified of a permanent position as a general helper within 10 minutes' walking distance of his home, at a starting wage of 35 cents an hour, the work to be on an eight-hour shift. The claimant refused this employment on the grounds that it was shift work and was too dirty.

He filed claim for benefit on November 12, 1945, which was disallowed and the Insurance Officer disqualified him for a period of six weeks for refusing to apply for employment which was considered suitable.

From this decision the claimant appealed to the Court of Referees on the grounds that the premises of the prospective employer were very unsanitary, also that they were working

on night shifts which would interfere with his attendance at night school.

The Court of Referees by a unanimous decision allowed the claim, stating that the claimant had a valid reason to refuse the employment in that it would have prevented him from going to night school.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that the claimant did not prove just cause in refusing employment because of night shifts, which would have prevented him from attending night school or, in the alternative, that he should not be considered available for work.

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for a period of six weeks and gave as his reasons:—

In considering the case it is necessary to do so in the light of actual facts and circumstances. The claimant had been out of work for some considerable time after having been engaged for over three years in a war industry.

He was asked to accept employment at the prevailing rate of pay in the district. Although the wages were lower than those which he had formerly received they were, nevertheless, the prevailing rate for the type of work which he was asked to perform. Also it was the usual commencing rate of pay in this factory.

This employment was refused by the claimant on the grounds, first, that it was dirty; second, that it was on a night shift; and third, that it would interfere with his attendance at night school.

The claimant was not present when his case was considered by the Court of Referees. There was no evidence submitted by the claimant to indicate that the work offered was of such nature that he could not reasonably perform.

With regard to the second point at issue, that of working on a night shift, it is customary in many industries in all parts of the country to have more than one shift working at a plant and this can not be accepted as a valid reason for refusal to accept such employment.

The third point at issue is the claim that the acceptance of employment on a night shift would have interfered with the education of the claimant. Again there was no proof

submitted to indicate that such was actually the case. From the information obtained it is indicated that the claimant was attending school on two nights a week, the school hours being from 7.00 to 9.30 o'clock p.m.

I am of the opinion that the hours of employment of which the claimant was notified would not in any way have interfered with his attendance at school on two nights a week.

CASE No. CU-B. 106

(6 July, 1946)

Held that if insured persons live in an inaccessible area, and refuse employment because of this fact, they are to all intents and purposes placing themselves outside the labour market and, therefore, are not available for employment.

The material facts of the case are as follows:

The claimant, a married woman, aged 33 years, was employed at a woollen plant as a weaver, at 45 cents per hour, from March 15, to December 29, 1945, when she voluntarily left, giving the reason that she had been deprived of her usual means of transportation to and from her employment (two miles from her home) and was unable to find another person who could furnish it. The claimant filed a claim for benefit on January 7, 1946, which was disallowed by the Insurance Officer and the claimant was disqualified for a period of six weeks on the grounds that she voluntarily left her employment without just cause.

From this decision the claimant appealed to the Court of Referees which, by a unanimous decision, reversed the decision of the Insurance Officer.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that just cause had not been established by the claimant for voluntarily leaving her employment or, in the alternative, that she was not available for work.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

The facts in this case are not in dispute. The claimant voluntarily left her employment because she claims she had no means of transportation to her work. Generally speaking, a distance of two miles cannot be said to be an unreasonable distance for persons to go to their places of employment.

It is not an uncommon thing for people to go to work who live at a much greater distance from their employment than is the case in this particular instance.

If insured persons live in an inaccessible area, and refuse employment because of this fact, they are to all intents and purposes placing themselves outside the labour market and, therefore, are not available for employment.

In this particular instance the distance from the place of employment cannot be said to be great and, if the claimant refused to accept employment then she put herself in a position where she is not available to accept employment at the nearest place where such employment is available.

Two similar cases came before me recently, CU-B. 79 and CU-B. 93, involving the same principle, and in each case I arrived at the same conclusion.

Unemployment Benefits Denied Strikers in Michigan

The legislature of the State of Michigan has enacted legislation debarring payment of unemployment compensation to employees involved in a strike. Also, a judicial ruling has set aside the policy of the Michigan Unemployment Compensation Commission which permitted payment of benefits to workers not directly interested in a strike. This latter policy has been consistently opposed by State business organizations on the basis that it afforded to unions, through

their ability to close a plant by striking in one key department, the opportunity of securing financial assistance for members by unemployment insurance payments during strikes.

The court decision came as a result of a management appeal from a Compensation Commission ruling that 58 workers in the Gear and Axle Division of General Motors Corporation were idle through no fault of their own during a UAW strike and consequently were entitled to benefits.

Labour Law

Labour Legislation Enacted by the Parliament of Canada and the Nova Scotia Legislature in 1947

Dominion

THE Parliament of Canada, which was in session from January 30 to July 19, 1947, provided for a Canadian Maritime Commission and a Dominion Coal Board, and continued in force certain Regulations for the post-war emergency period. The Canadian National-Canadian Pacific Act was amended to declare the working conditions to be those established by collective agreements if these are filed with the Minister of Transport. The Government Employees Compensation Act was consolidated with certain wartime Orders, and amendments made in laws relating to old age pensions, housing and immigration.

Both Houses of Parliament approved the Instrument adopted at Montreal on October 9, 1946, for the amendment of the Constitution of the International Labour Organization.

Canadian Maritime Commission

The Commission is to recommend policies which will come into force on Proclamation, provides for a Commission of three members under the Minister of Transport.

The Commission is to recommend policies for the operation, maintenance, manning and development of a merchant marine and a ship-building and ship-repairing industry; to exercise such powers of the Minister under the Canada Shipping Act as he may require of it; to administer, under regulations of the Governor in Council, any steamship subventions voted by Parliament; and to perform any duties required of it under any other Act or Order of the Governor in Council.

The Commission may inquire into various matters, including the cost of construction, repair and reconditioning of vessels in Canada and other countries and the cost of marine insurance, wages and subsistence of officers and crews and other operating expenses of vessels of Canadian registry and compare them with the costs of operating similar vessels under other registry. It may appoint advisory committees to confer with it on matters under its jurisdiction.

Dominion Coal Board

The Dominion Coal Board Act, when proclaimed, will give effect to certain recommendations of the Royal Commission on Coal (L.G., March, 1947, p. 302). The Board is to consist of not more than seven members under the Minister of Reconstruction and Supply, and is to take over the duties of the Dominion Fuel Board which was established in 1922.

The Board is to make recommendations to the Minister concerning the production, importation, distribution and use of coal in Canada, and to investigate systems and methods of mining, problems of marketing and distribution, development of new uses for Canadian coal, costs of production and distribution, and accounting methods of dealers, the position of coal in relation to other available forms of energy, the problem of co-ordinating all Government activities relating to coal, and any other matters which the Board or the Minister considers necessary. Under the Governor in Council, the Board is to administer any Parliamentary subsidies relating to coal.

The Act makes provision, too, for measures to be taken in case of an actual or threatened fuel shortage in Canada which concerns Canada as a whole. The Governor in Council may make the regulations he considers necessary to conserve the supply and to control production, distribution and use, and a penalty may be imposed for their violation not exceeding \$5,000 or five years' imprisonment or both. "Fuel" includes coal, light and heavy fuel oil, kerosene, range, gas and diesel oils, and other hydro-carbon fuel used for the same purposes as the above grades.

Canadian National and Canadian Pacific Railways—Working Conditions

A section added to the Canadian National-Canadian Pacific Act, 1933, provides that rates of pay, hours of work and other conditions of employment of persons engaged in construction, operation or maintenance of these two railways shall be such as are set

out in agreements between such railways or their representatives and the representatives of interested employees, whether the agreements were entered into before or after the passing of the amending Act. Such agreements must, however, have been filed in the office of the Minister of Transport.

In introducing the Bill, the Minister of Transport stated that

the purpose of the Bill is to give the Federal Government jurisdiction over rates of pay, hours of work, and working conditions of the employees of the Canadian National and Canadian Pacific Railways. Parliament has exclusive jurisdiction over these railways and the object of the Bill is to occupy the field in so far as labour relations of their employees are concerned. The Government considers it is now time for Parliament to exercise its jurisdiction by legislating in the field of labour relations as affecting the construction, operation or maintenance of these railways.

Hudson Bay Mining and Smelting Co.— Wages and Working Conditions

An Act respecting the Hudson Bay Mining and Smelting Co., Ltd., declares the undertakings of the Company in Flin Flon on both sides of the Manitoba-Saskatchewan boundary to be works for the advantage of two or more provinces thus bringing the Company's works within the field of Dominion legislation under the British North America Act. As in the case of the transcontinental railways above, the agreements relating to wages, hours, and conditions are to govern. The agreements, however, are to be filed with the Minister of Labour. A clause stipulates that the above provisions are not to be construed as relating to workmen's compensation. The Minister of Labour in introducing the Bill stated that:—

"The mining shaft and railway operated by the company run across the interprovincial boundary. The mill, zinc plant and smelter buildings are also situated on both sides of the boundary. While the great majority of the employees are resident in Manitoba and are hired and paid in Manitoba, about one-half of them are working in Saskatchewan, and the other half in Manitoba; and in the course of their work they move back and forth daily across the interprovincial boundary.

"Throughout the war years, the company's operations were subject in matters of labour relations to P.C. 1003 and to the wage control order. The return of jurisdiction over labour relations and wages and working conditions to the provinces has raised a problem of unique difficulty both to the provinces and to the company with respect to the application of provincial legislation governing labour relations and terms and conditions of employ-

ment—notably holidays with pay and hours of work legislation—to the company's operations. This is particularly so as the legislation of the two provinces on these matters is not uniform. In matters of collective bargaining, neither the company nor the union are in a position to bargain with certainty on matters relating to terms and conditions of employment in view of the doubt and difficulties as to application of provincial legislation.

"The company has discussed the question with the governments of both Manitoba and Saskatchewan and with the Department of Labour in Ottawa, and also made a submission within the last week to the Industrial Relations Committee of this House.

"Manitoba and Saskatchewan, who are the only provinces interested in this matter, have requested that, with a view to meeting the admitted difficulties of the situation, the Dominion should be asked to enact legislation to bring these mining operations of the company within the scope of Dominion jurisdiction."

Government Employees' Compensation

The Government Employees Compensation Act, 1947, which came into force April 1, 1947, repeals the Act passed in 1918 and its amendments, and consolidates its provisions, with some changes, with the provisions made by Order in Council under the War Measures Act.

The Act applies to persons in the service of, and paid a direct wage by or on behalf of, the Crown, including persons employed by a company, corporation, board or agency established to perform a duty or function on behalf of the Government of Canada who are declared by Order in Council to be subject to the Act. Members of the Navy, the Active Force of the Army, the Regular Air Force and the R.C.M.P. are excluded.

The Minister may require companies, commissions, boards or agencies whose employees are subject to the Act to pay the costs of compensation for their employees for the current year, to pay such proportion of the expenses of administration as the Minister may fix, and to maintain a reserve fund in respect of future claims.

Compensation is provided for employees disabled and for dependents of employees dying as a result of personal injury by accident arising out of and in the course of employment or from an industrial disease due to the nature of the employment. Compensation is to be at the rate provided for persons employed by private employers under the law of the Province where the accident occurred or the disease was contracted.

Dominion Government employees in Prince Edward Island which has no Workmen's Compensation Act are to be compensated under the terms of the New Brunswick Act, by such authority as the Governor in Council may appoint. For a similar reason Dominion Government employees in the Northwest Territories are to be compensated under the Yukon Workmen's Compensation Ordinance. In the case of Prince Edward Island an appeal may be taken from the decision of any authority determining the amount of compensation to a judge of the Supreme Court of Judicature of Prince Edward Island, whose decision is to be final, but no appeal lies from a decision of a judge in the first instance.

Where an employee, ordinarily resident in a Province other than the Yukon Territory, suffers an accident or disease while employed in the Yukon or Northwest Territories, it is to be deemed to have occurred or been contracted in the Province of which he is a resident. Similarly, where an employee, other than one employed locally outside of Canada, is killed or disabled by accident or disease due to his employment outside of Canada compensation is payable under the terms of the law of the province, or of the Northwest Territories, in which he was ordinarily resident before entering such employment.

Included in the Act is the provision made by Order in Council during the war for compensation to an employee or his dependants for injury or death caused by pulmonary tuberculosis contracted as a result of employment in a hospital or sanatorium operated by the Government of Canada for the treatment of tuberculosis, or while employed as a nurse in the field and exposed to this disease, when such disease is not compensated under the law of the Province in which the disease was contracted.

Merchant Seamen's Compensation

An amendment in the Merchant Seamen Compensation Act, 1946, revokes the Merchant Seamen Compensation Regulations approved by Order in Council P.C. 4755, July 17, 1945, under the War Measures Act, but protects the rights to compensation of seamen which were acquired under the Regulations before the Act came into force and continues under the Act all proceedings begun under the Regulations.

Immigration

An amendment in the Immigration Act incorporates the provisions of an Order in Council (P.C. 858) of February 9, 1945, which

authorized the admittance to Canada of the dependants of members of the Canadian Armed Forces who have served overseas.

The Chinese Immigration Act passed in 1923 was repealed. This Act prohibited the landing in Canada of persons of Chinese origin or descent, with the exception of diplomatic, consular or other Government representatives with their suites and servants, children, born in Canada who had left for educational or other purposes, merchants, and students.

Old Age Pensions

A number of changes, effective on Proclamation and retrospective to May 1, 1947, were made in the Old Age Pensions Act. The provision fixing the maximum pension which a Province is permitted to pay is repealed, leaving the provinces free to fix the maximum amount. The income which a pensioner is permitted to have, inclusive of his pension, is increased, in the case of a single person, from \$425 to \$600 a year, and, in the case of a married person, from \$850 to \$1,080 a year. For blind pensioners, the maximum income including pension is now \$720, instead of \$500, for a single person, \$1,200, instead of \$925, for a blind pensioner married to a sighted spouse, and \$1,320 for two blind persons married and living together. The maximum Dominion contribution to the cost of pensions is fixed at 75 per cent of \$30 a month.

The nationality qualification has been repealed, and the residence qualification modified to enable a person to claim pension even if he has not resided in Canada for the twenty years preceding his claim, provided that he has, before the 20 years, resided in Canada twice as long, in the aggregate, as he has been absent during the 20 years.

Other provisions deal with procedure as between the Dominion and the Provinces in connection with several matters.

Emergency Powers

The Continuation of Transitional Measures Act, 1947, came into force immediately after the expiry of the National Emergency Transitional Powers Act, 1945, on May 15, 1947, and is to remain in force until December 31, 1947, if Parliament meets during November or December, but, if not, the Act is to expire on the sixtieth day after the meeting of Parliament in 1948 or on March 31, 1948, whichever date is earlier. The operation of the Act may be extended for not more than a year on address of the Senate and the House of Commons and an Order

of the Governor in Council. Any Orders in Council continued by the Act may be revoked in whole or in part.

The Act continues certain specified Orders in Council which include the Wartime Labour Relations Regulations (P.C. 1003) of February 17, 1944, and its amendments, and Orders in Council authorizing a supplementary payment to old age pensioners; compensation to seamen for war damage to effects, and out-of-work allowances for merchant seamen.

United Nations

The Privileges and Immunities Act enables the Governor in Council to authorize the accession of Canada to the Convention on Privileges and Immunities of the United Nations and to grant to the United Nations and to any of its affiliated organizations of which Canada is a member the privileges and immunities necessary to the carrying on of their work.

Housing

An amendment in the National Housing Act, 1944, enables joint loans to be made under Part I of the Act, repayable over a period up to 30 years, amounting to 95 per cent of the first \$3,000 of lending value of the house, 85 per cent of the next \$3,000, and 70 per cent of the balance. A further change enables two-family houses to be financed under Part I, which authorizes the Minister of Finance to join with approved lending institutions to make loans towards the con-

struction of houses for prospective homeowners, or for rent, and towards co-operative projects. Life insurance, trust and loan companies are authorized to acquire land, improve and sell it for residential purposes on terms set out in the Act and Central Mortgage and Housing Corporation may guarantee to such companies the return of the principal so invested with interest not exceeding 2 per cent per annum.

Bills not Passed

A Bill to provide for the Investigation, Conciliation and Settlement of Industrial Disputes was not proceeded with but was allowed to stand over until another session in order to give an opportunity for further study. The text of the Bill was printed and proceedings before Parliament fully dealt with in the July and August issues of the LABOUR GAZETTE (pp. 930, 1102).

A private member's Bill, arising out of the Winnipeg Strike of 1919, would have amended the Railway Act, to make it clear that the pension rights of railway employees who would otherwise be entitled to benefit should not be lost because of a break in service by reason of leave of absence, suspension, dismissal followed by reinstatement, a temporary lay-off on account of reduction of staff, or absence due to an industrial dispute, strike or lockout. The standing Committee on Industrial Relations which considered the Bill found that the purpose of the Bill commended itself to them but recommended that further study be made of its implications.

Nova Scotia

The Nova Scotia Legislature which met on March 25 and adjourned on May 12 to meet later in the year, passed two laws dealing with collective bargaining and conciliation in industrial disputes, one applying generally and the other to deep-sea fishermen. A new Vocational Education Act was enacted, the Factories Act was revised, and amendments were made in the laws relating to coal mines. The Company Doctors Act, first enacted in 1900, was repealed.

Trade Union Act

The Trade Union Act, which came into force on Proclamation July 1, 1947, repeals the Industrial Disputes Investigation Act (Nova Scotia), the Trade Union Act, 1937, the Conciliation Service Act, 1941, and the Wartime Labour Relations (Nova Scotia) Act, 1944. The latter merely declared the Dominion Wartime Labour Relations Regu-

lations, 1944 (P.C. 1003), to apply to industries within provincial jurisdiction.

The new Act, to be administered by a Labour Relations Board, applies to all matters within the jurisdiction of the Province except the Crown in right of the Province. It incorporates provisions of the 1937 Act and of the Dominion Wartime Regulations.

The 1947 statute continues the stipulation that collective bargaining is mandatory for employers when they are requested to enter into negotiations by a majority of their workpeople or a majority of those in a unit appropriate for collective bargaining.

Like the Wartime Labour Relations Regulations, the Act provides machinery for determining questions concerning the right to collective bargaining and for the settlement of disputes over the terms of an agreement. It prohibits strikes and lockouts

during the life of an agreement, and in other disputes until 14 days have elapsed after the report of a conciliation board or until 15 days after the Minister of Labour has received an application for a board but has not notified the parties to appoint their representatives, or until 15 days after the Minister has announced that no board will be appointed.

Like the Trade Union Act, 1937, the new statute requires trade unions to furnish the Government with certain returns. Its provisions concerning collective agreements and those forbidding discrimination against trade unionists are very similar to those of the Wartime Regulations. Like the Regulations, the 1947 enactment prohibits changes in wages and other conditions without the workpeople's consent until 14 days have elapsed after the report of a conciliation board or until the Minister has decided not to appoint a board.

Provision is made in the Act for co-operating with the Dominion under certain conditions. Where the Nova Scotia Act and legislation enacted by the Parliament of Canada are substantially uniform, the Minister may, with the approval of the Governor in Council, enter into an agreement with the Dominion Minister of Labour for the employment by the Nova Scotia Government, of Dominion Government employees, and vice versa.

In the following summary, provisions identical with those of the Dominion Regulations or of the Trade Union Act, 1937, are merely indicated.

CHANGES MADE BY THE LEGISLATURE

Several changes in the Bill were made by the Legislature. One provision added during passage, to the section setting out "unfair labour practices" on the part of employers, specifically permits an employer to explain his side of a dispute to his employees either directly or by mail or by means of a bulletin board. Another amendment requires the Board to consider community of interest among the employees when determining the union appropriate for bargaining. It was also added that persons bound by an agreement must do what they are required to do, and must refrain from doing what they are required to refrain from, by the terms of the agreement.

A provision which was struck out in the Legislature would have permitted a clause to be inserted in an agreement to require, as a condition of employment, membership in a specified trade union or to grant preference in employment to members of such union.

The Act, as passed, declares invalid any clause in an agreement which requires an employer to dismiss an employee because of activities on behalf of a union other than the specified union.

Again, under the Bill as introduced, a strike could be called if a majority of the employees who vote voted in favour of it, but the words "who vote" were deleted. As passed, the Act forbids attempts, at any time, to solicit employees, on the employer's premises and without his consent, to join the union. In the original Bill, this prohibition was confined to working hours.

Further, employers are forbidden to discriminate against employees on account of union activities but, except where it is otherwise expressly provided, nothing in the Act is to affect the right of an employer to suspend, transfer, lay off, change the status of or discharge an employee for proper and sufficient cause. The words "change the status of" were added during passage of the Bill through the House. The stipulation in the Bill that no person shall cease to be an employee by reason only of his ceasing to work as a result of a lockout or strike or by reason only of dismissal contrary to the Act was amended to restrict it to a lockout or strike "which is not contrary to this Act."

NEW PROVISIONS

A new provision in the Act has to do with its enforcement. It is expressly stipulated that an employers' organization or a trade union may be prosecuted in its own name for an offence under the Act, and any act or failure to act on the part of an officer or agent, within the scope of his authority as officer or agent, is to be deemed an act or failure of the organization or union.

Another clause makes it an offence for a trade union which is not entitled to bargain under the Act on behalf of a unit of employees to call or authorize a strike of those employees.

CHECK-OFF

Very similar to the provision made by the Trade Union Act, 1937, is that made in 1947 for the deduction of trade union fees from wages. The Coal Mines Regulation Act, 1927, permits the check-off from wages, at the workman's written request, of doctors' fees and payments or contributions for benefit society, hospital, union or church. The Trade Union Act, 1937, stipulated that in any industry, in which by statute or arrangement between employer and employees, deductions from wages were made by the

employer for benefit societies, hospital charges or the like, deductions for union fees must be made on the written request of individual union members, if a ballot of the employees, taken in accordance with the Act, favoured such deduction.

The new provision is not restricted to industries where there is a check-off for other purposes, but it makes the same stipulation for a ballot of the employees at the Minister's direction when union officers have applied for a vote, and requires the employer to institute a check-off of union fees when a majority of the employer's workpeople vote in favour of it. The Act prescribes the form of assignment to be used by the employees.

Collective Bargaining by Fishermen

The Fishermen's Federation Act is a revision of a 1927 statute of the same title with new provisions to give collective bargaining rights to deep-sea fishermen who are compensated by a share of the earnings of the vessel.

In a judgment handed down on January 14, 1947, the Supreme Court of Nova Scotia held that the crews of certain deep-sea fishing vessels were not "employees" within the meaning of the Wartime Labour Relations Regulations (L.G., 1947, p. 381).

To assist in administering the Act under the direction of the Governor in Council, Inspectors are to be appointed by the Government. These officials are to certify County Stations as bargaining agents and, in other ways, to administer the collective bargaining provisions.

The Act enables any 40 or more deep-sea fishermen in any county to be registered by the Minister of Labour of Nova Scotia as a County Station of the Federation for the purpose of collective bargaining with the owners of vessels engaged in deep-sea fishing from any port in the country. Every fisherman is to have the right to belong to a station in the County in which he resides.

County Stations, which may establish local stations in the county to secure information and aid in purchasing of supplies of various kinds and in connection with the preserving, canning and selling of fish, are empowered, subject to Government approval, to make by-laws for the conduct of their business and of their meetings, for fixing their fees, and for other matters, including the election or appointment of representatives for collective bargaining purposes.

Like trade unions, County Stations must furnish the Minister of Labour with information as to their membership, the names of their officers, fees, the number of meetings

and their receipts and expenditures. A County Station may apply to the Inspector for certification as the bargaining agent of such fishermen, and if the Inspector is satisfied that the majority of fishermen in good standing in the county are members of the station, he may certify it. No station may be certified if the Inspector considers it to be influenced by an owner so that its fitness to represent fishermen is impaired. Negotiations must be begun within 20 days after either party has given notice to the other. The provisions of a collective agreement are to be included in the ships' articles and any condition contrary to the agreement is of no effect. An agreement made before or after the coming into force of the Act, if for a term of less than a year, is to run for one year and, if for an indeterminate term, is to run for at least a year. Notice for bargaining for renewal of an agreement may be given at any time within two months of the expiry of the agreement. Each agreement must provide for final settlement of differences between the parties and lacking such provision, an agreement may be amended to that effect by the Inspector.

Other provisions of the Act authorize appointment by the Minister of Labour of a conciliation officer in any dispute on the request of either party, forbid an owner or agent of a vessel to interfere in the affairs of a County Station or to discriminate against or to intimidate any person for membership in such a Station or for exercising his rights under the Act, and forbid any person acting on behalf of a station to attempt at an owner's place of business or on a vessel, except with the owner's consent, to persuade a fisherman to become or to refrain from becoming a member of a County Station.

Factories

The Factories Act was revised with some changes relating to the employment of young persons and to ensure health and safety.

The minimum age for employment remains at 14 years but the provision is repealed which permitted boys and girls under this age to be employed during the four months from July to October in gathering and preparation of fruits and vegetables for canning or drying. A new provision directs the employer, before employing a boy or girl under 16, to obtain an employment certificate as required by the Education Act.

The earlier Act did not limit normal working hours but maximum hours are now fixed for persons under 16 at eight in a day and 48 in a week. Daily hours may be

differently apportioned to secure a shorter working day on Saturday. To meet cases of emergency, the Inspector is authorized, subject to the regulations, to permit hours for young persons under 16 up to 12½ per day and 72 per week on not more than 36 days in the year. This provision formerly applied to women and girls.

New regulations require girls and women to wear a suitable hat or head-gear during working hours, require the person in charge of such employees to see that they are fully notified of this rule, and forbid a woman or a person under 16 being allowed to work on any machine without first receiving adequate instruction in its operation and dangers or without adequate supervision by a person with thorough knowledge and experience of the machine. It is expressly stipulated that wash-rooms with hot and cold water must be provided for men and women and an adequate supply of pure drinking water furnished.

New and more detailed safety rules are laid down respecting elevators and hoists, and the Governor in Council is authorized to make further regulations relating to them.

Coal Mines

Amendments in the Coal Mines Regulation Act were effective July 1, 1947. The minimum age for employment of boys underground is raised from 16 to 17 years, but the minimum for workers at the coal face remains at 18. Qualifications of candidates for certificates as mine officials, surveyors, electricians and stationary engineers have been revised. The time during which a miner may be employed at the face without a coal miner's certificate is reduced from 18 months to 12. A similar cut is made in the length of experience which a candidate for a coal miner's certificate must have, but, as previously, six months' experience at the coal face is required.

Company Doctors

The Company Doctors Act, passed in 1900, was repealed. This Act provided that where an employer in a mine or manufacturing establishment made a deduction from the wages of his employees for medical attendance any employee might specify in writing the physician in respect of whose services such deduction was to be made. Where 25 per cent or more of the employees agreed in specifying a particular physician, the latter was to be recognized as the regular medical attendant of the Company. It was pointed out in the Legislature that the check-off for

medical attendance would still be available but that all doctors would be on the same footing.

Workmen's Compensation

A number of changes were made in the Workmen's Compensation Act. A new section authorizes the Board to pay compensation to a workman who has suffered a permanent injury which the Board considers capable of impairing his earning capacity even though such earning capacity has not been diminished.

The 1945 amending Act fixed minimum weekly compensation in the case of accidents happening after March 29, 1945, when the amendment came into force, at \$12.50 per week or average earnings for total disability cases and a proportionate amount in partial cases. A further amendment now extends this minimum to permanent total disability cases arising before that date.

As regards silicosis, it is made clear that compensation for this disease is limited to persons exposed to silica dust in an industry under Part I of the Act. A new provision enables the Board to pay compensation for silicosis, regardless of when such disability may have arisen, if it considers the disability to have been caused by exposure to silica dust in the Province in an industry under Part I and if there has been no such exposure elsewhere. No such compensation is to be paid for any period before June 1, 1947, nor in respect of the death of a workman occurring before that date.

Certain amendments relate to medical aid. The time-limit for rendering accounts to the Board for medical aid is extended from three months to six. Where the Board has approved an employer's scheme for medical aid, it is not liable under the Act for such aid except where the physician attending under the scheme considers that the injury requires immediate treatment by a dentist, or an eye, ear, nose or throat specialist. This provision is now extended to make an exception also in cases where skilled nursing services are required and are authorized by the Board.

The following are added to the schedule of industrial diseases for which compensation is payable:—Epitheliomatous, cancer or ulceration of the skin due to handling or use of tar, pitch, bitumen, mineral oil or paraffin or any component product or residue of these substances.

Engine Operators

The Engine Operators Act, 1945, enables the Minister, on recommendation of the Board of Examiners, to issue a certificate to any British subject who, at the coming into force of the Act (March 29, 1945), had had sufficient experience and service as an engine operator. The date has now been changed to March 21, 1947.

Wages of Railway Employees

An amendment was made in the Nova Scotia Railway Act, which applies to railways constructed under authority of an Act of the Legislature. The amendment, effective June 1, 1947, requires wages to be paid at such intervals as the Company may determine but not exceeding two weeks. The Act formerly required payment to be made twice a month at intervals as nearly as possible of half a month.

Unemployed—Preference to Residents

The Nova Scotia Labour Act, first passed in 1933 and renewed annually, is maintained in force for another year. It forbids employers of 25 or more workmen to hire workers who have not been resident in the Province for at least a year unless the person so hired has a certificate from the Employment Office that there are no unemployed in the municipality capable of and willing to do the work.

Vocational Education

The Vocational Education Act is a revision with some changes of the Technical Education Act which was repealed by the Nova Scotia Technical College Act, 1947. The new Act defines "vocational education" as any form of instruction, below university level, to fit persons for gainful employment, or to increase their skill and efficiency, including employment in agriculture, forestry, mining, fishing, construction, manufacturing, commerce or any primary or secondary industry.

The Act, as formerly, provides for a Director to supervise and promote vocational education, for the establishment of vocational schools, and for establishing and continuing schools for miners.

New provisions authorize the establishment and maintenance of technical institutes to give scientific, technological or commercial training above vocational high school level but below that of a university, schools for apprentices under the Apprenticeship Act, 1937, and schools for training teachers in vocational education, and the setting up of correspondence study services.

Old Age Pensions

Under an amendment in the Nova Scotia Old Age Pensions Act the supplemental allowance together with the pensioner's income and pension may not exceed \$425 a year instead of \$365, as formerly.

Recent Regulations Under Provincial Legislation

APPRENTICESHIP regulations have been made in both Alberta and Saskatchewan. In Alberta, rules were made governing the apprenticeship of radio technicians and of persons learning the printing trade in connection with weekly newspapers and job printing; in Saskatchewan welders were brought within the Apprenticeship Act and regulations prescribe the nature of the training to be given and fix the wage-rates. The rules in Saskatchewan governing apprentices in the motor-vehicle-repair trade were amended to adjust the rates and to bring the hours into conformity with the new Hours of Work Act.

Procedure to determine holiday pay and to facilitate the carrying out of the Act is laid down under the Manitoba Vacations with Pay Act, 1947. In Alberta, new regulations of the same sort replace the earlier ones, and make special provision for holiday credits for construction workers likely to be employed by more than one employer during the year.

In British Columbia, a minimum hourly rate of 90 cents has been fixed for carpenters, with an overtime rate of time and one-half after eight hours in a day and 44 in a week. There are new regulations, too, setting out the qualifications and the procedure for the examining of stationary engineers.

Persons employed in the fire-departments of cities over 10,000, nurses, including nurses in training, orderlies and others employed in a professional or technical capacity in hospitals, railroad employees whose hours are governed by collective agreement, and pharmaceutical apprentices are brought again within the Saskatchewan One Day's Rest in Seven Act. These classes were excluded in 1944. In the same province, new regulations under the Trade Union Act, 1944, replace those made in 1945.

The training and registration of nursing aides are governed by new regulations in Alberta.

Alberta Apprenticeship Act, 1944

Regulations respecting the trade of a radio technician and that of persons in the branch of the printing trade engaged in publishing weekly newspapers and job printing were approved by Orders in Council (547-47 and 546-47) on June 3 and gazetted June 13.

In both cases the Regulations provide for an apprenticeship of four years, including three months' probation. Persons who have attended a vocational school approved by the Board and who produce a satisfactory certificate that they have specialized in a course applicable to the trade, or who have had previous experience in the trade, may have the term of apprenticeship reduced by such amount as the Board permits. In each trade the employer who employs one journeyman, or who is himself a journeyman, may employ one apprentice; for every three additional journeymen, one apprentice may be employed.

Apprentices are required to attend the classes at the technical school in the courses which are recommended by the Trade Advisory Committee concerned and approved by the Board. Hours of work and of school attendance of apprentices are to be the same as for journeymen or for the school, as the case may be. Wage-rates of apprentices are to be not less than a fixed proportion of the prevailing rates of a journeyman, beginning, for the first six months, at 40 per cent in the case of a radio technician, and at 35 per cent in the weekly newspaper trade. The rate increases by 5 points, or towards the end, 10 points, until, for the last six months of the fourth year, it is to be 80 per cent of the journeyman's rate in both trades.

Alberta Labour Act

HOURS OF WORK AND MINIMUM WAGES

By Order in Council 545-47, approved on June 3 and gazetted June 13, truck drivers and their helpers or swampers are exempted from the hours limits of the Act and from the provision of Male Minimum Wage Order 1 (1947) requiring the payment of overtime rates. These workers may be employed on a straight-time basis up to 10 hours in a day and 50 hours in a week but their hours must be confined within the twelve immediately following the start of work, and after 10 hours they must be allowed at least eight consecutive hours of rest. An employee is deemed to be on duty from the time he is required to report until he is relieved from work and all responsibility for work.

The above Order, however, was amended on July 10 by O.C. 682-47, gazetted July 15, to declare that truck drivers and their helpers employed in any city are exempt from the above Order.

HOURS OF WORK AND MINIMUM WAGES IN HIGHWAY CONSTRUCTION

Order 7 (1947) of June 18, also approved July 10 and gazetted July 15, exempts men employed in highway construction from the normal hours-limits of 8 and 48 imposed by the Alberta Labour Act and from the provision of Male Minimum Wage Order 1, 1947, (L.G. June, 1947, p. 843) requiring the payment of time and one-half for overtime after 9 hours in a day or 48 in a week. These workmen, from April 1 to November 30 in each year, may work on a straight-time basis up to 10 hours in a day and 208 hours in a month.

HOLIDAYS WITH PAY

The Regulations concerning holidays with pay, which were made on June 24, 1946 (Order 3), have been repealed by the Holidays with Pay Order No. 5 (1947), which was made on June 14, 1947, approved by Order in Council on July 10 (O.C. 682-47), and gazetted July 15, on which date they came into effect.

The new Holidays Order reproduces most of the earlier Order, but makes some provisions more precise and adds specific provisions concerning holiday pay.

For the purpose of determining a workman's right to an annual holiday with pay in any year after the first year to which he was entitled to a holiday, the days comprising the annual holiday in the first year are to be deemed to be days of actual work.

Pay for the annual holiday must be given at least one day before the holiday begins, and the workman must be given at least 15 days' notice of the date when his holiday is to begin. Where an employee has not received an annual holiday and the employment terminates, the employer is to pay to the workman, in addition to all other amounts due him, an amount equal to 2 per cent of his regular pay for the period of his employment, if he has worked for less than a year, or, if it is the second year of his employment, an amount equal to 4 per cent of his regular pay for the period of his employment in that year. For each day of the holiday, the amount to be paid by the employer is one-twenty-sixth of the monthly wage, where the employee is paid by the month; where wages are paid by the hour, day or week, the actual rate for such period immediately preceding the holiday is to be the basis; where wages are by the piece or commission, the pay is to be calculated on the basis of the average pay for the six months preceding the holiday. If deductions are made by the employer for board or lodging, the regular pay for the holiday must include the cash value of such deductions.

HOLIDAYS IN THE CONSTRUCTION INDUSTRY

Special regulations concerning holidays for construction workers were also approved on July 10, gazetted July 15 and in effect on that date. This Order (No. 6, 1947) is designed to take care of persons employed by more than one employer during a "working year", which is defined as the period from July 1 to June 30. Office-workers are not within the scope of Order 6.

The Order stipulates that a workman whose employment with one employer is not continuous throughout the year is entitled to a Holiday with Pay Credit of 2 per cent of his earnings from each employer, and one who continues in the employ of the same employer for two or more years is entitled to a credit of 4 per cent of his earnings in the year. The Credit is to be indicated by the employer affixing credit stamps at the end of each working day, working week or other regular pay period, in the workman's Holiday-with-Pay Stamp Book. The stamps are to be issued by the Board of Industrial Relations and purchased by the employer from any branch of the Alberta Provincial Treasury Branches in amounts equivalent to 2 per cent or 4 per cent, as the case may be, of the earnings of the employee during such working period.

Within the first 10 months after June 30 in each year, the workman is to present his Stamp Book to one of the Alberta Provincial Treasury Branches and is to receive money equivalent to the face value of the stamps, and on receiving this sum, the workman is to be deemed to have begun his annual holiday. During his holiday period, a workman is not entitled to Holiday-with-Pay Credit from any employer in the construction industry.

Alberta Nursing Aides Act, 1947

Regulations concerning nursing aides were approved by the Lieutenant-Governor in Council on May 13 and gazetted May 31.

It is stipulated that applicants for training under the Act must be between 18 and 40 years of age; they must have Grade 9 standing or its equivalent, and submit satisfactory health certificates. The approved institution where practical training is given must furnish board, room and laundry, and, these, for the purposes of the allowance payable in accordance with the agreement with the Dominion Government under the Vocational Training Act, are to be valued at \$30 a month.

To be eligible for a certificate as a nursing aide, a student must have taken the 12-weeks course at the training school, have had for three periods of eight weeks each practical

experience at three approved institutions, and have put in a final four weeks at the school for review and examination.

Anyone who has been practising as a nursing aide or "practical nurse" may apply to be placed on the Nursing Aides' Register and this may be done after consideration of the applicant's academic standing and work experience.

British Columbia Boiler Inspection Act

Regulations governing the examination of stationary engineers were approved by Order in Council No. 1208 on June 14 and gazetted on July 17 when they went into force.

Candidates must be Canadian citizens with a satisfactory knowledge of the English language, spoken and written, and testimonials must be submitted as to their character and experience. Examinations are required for certificates as First, Second, Third and Fourth Class Engineer and for Temporary Certificates. Special Certificates may be granted, after examination, for Low-pressure and High-pressure heating plants and for a Logging-donkey.

British Columbia Male and Female Minimum Wage Acts

The special overtime rate of time and one-half prescribed by Order 25 (1947) under these Acts for persons employed in the manufacturing industry is declared by Order 25A (1947) not to apply from August 1, 1947 to April 30, 1948 to that section of the pulp and paper industry which has been permitted under the Hours of Work Act, to work more than eight hours in a day and 44 in a week. Order 25A (1947) was made on July 30, 1947, and gazetted on July 31.

CARPENTERS

A minimum rate of .90 cents an hour for carpenters was fixed by the Board of Industrial Relations on July 29, gazetted July 31, to take effect on August 4. Time and one-half the regular rate must be paid for work permitted by the Board after eight or 44 hours. This Order 58 (1947), replacing earlier Orders, does not apply to permanent maintenance men or to persons covered by any other Order.

Wages must be paid in full at least semi-monthly, up to not more than eight days before payment, as required by the Semi-Monthly Payment of Wages Act of 1939.

LOGGING AND SAW MILLING

Order 28A of July 15, gazetted July 31, rescinds an Order (28) of September 25, 1935,

fixing the maximum price chargeable for board and lodging in the logging and sawmilling industry in certain parts of the Province.

British Columbia Shops Regulations and Weekly Half-Holiday Act

A weekly holiday on Monday for persons employed in shops in the area of unorganized territory known as the Town of Hedley in the Yale Land District is prescribed by regulations which were approved by Order in Council of July 11 and gazetted July 17. In addition, shops in the area are to be closed from 6 p.m. to 8 a.m. from Tuesday to Friday and from 6 p.m. on Saturday to 8 a.m. on the following Tuesday.

Manitoba Vacations with Pay Act, 1947

Manitoba Regulation 35/47, filed July 28, sets out the records employers are required to keep for the purposes of the Act, the procedure concerning disputes over holiday pay, and the conditions to be observed when a plant is closed for a holiday.

Employers must keep records showing, with respect to each person employed, the beginning of the term of employment; the rate of wages on May 1, 1947, or when first employed if hired after May 1; the date and particulars of any subsequent changes in rates; the number of hours in the regular work-day and work-week; a record of each holiday granted since the enactment of the statute, showing the date when it began and ended, the period of employment covered by it and the amount of holiday pay given; a record of the workman's absences from the job which the employer intends to count in determining the right to a holiday under the Act, indicating whether the absence is authorized or unauthorized, or whether it is covered by a medical certificate, in which case the certificate is to be filed. These records are to be maintained intact by the employer, and kept available for inspection for three months following the termination of employment. Where the employer furnishes meals or lodging, or both, particulars are to be entered in the record, and where an agreement has been made concerning the amount to be allowed for meals or lodging, a memorandum of the agreement is to be entered and signed by both employer and workman.

Where there is a dispute concerning the amount of holiday pay to which a workman is entitled, it is to be settled by the Manitoba Labour Board, but an application to the Board for this purpose may not be entertained unless filed within 30 days from the date of

the termination of employment. However, in special cases the Board may extend this limit, subject to the provision requiring records to be maintained for inspection for three months.

Special provision is made for cases in which the employer shuts down the whole or part of a plant for the purpose of giving a holiday to his employees. Any employer proposing to do this must post notices in conspicuous places in the plant, and must file two copies of the notice with the Board. If the proposed shutdown is in accordance with a collective agreement, the employer must file with the Board a copy of such provisions. Unless the employees' bargaining representatives sign the copies of the notice filed with the Board, the employer must furnish them with a copy of it and if no objection is filed with the Board within three days by the representatives they are to be considered as concurring in the proposal.

Where the proposed shutdown is not in pursuance with a collective agreement, the employer is required to file with the Board, and post with the notices, a list of any employees to whom he does not propose to give full pay for the period. The employer must include, too, in the notices, the general terms of any proposal for giving to any of the employees, so listed, a holiday with partial pay, and of any proposal for permitting employees to earn wages during the period of the shutdown. As promptly as possible after the filing and posting of the notices, and not less than seven days before the date of the shutdown, the employer must, in prescribed form, give a notice to each employee, filing one copy with the Board, of the partial or *pro rata* pay to be given and of what opportunities there will be to earn wages. Within three days after receiving such notice, an employee may notify the employer that he objects to the amount of pay or that the proposal is inadequate or unreasonable under the circumstances. If the dispute is not settled by the parties, the matter may be referred by the workman to the Board within seven days, and, if he files no such statement within ten days, he is to be considered as having accepted the proposal. The Board is to inquire into and determine any dispute not settled by the parties. The procedure for such an inquiry is set out in the Order.

Saskatchewan Apprenticeship Act, 1944

WELDERS

By proclamation on August 6, gazetted August 15, the trade of "custom welding" was brought within the scope of this Act.

Regulations governing apprenticeship in blacksmithing and custom welding were made (O.C. 1249/47) on August 6 and gazetted August 15. They became effective on July 15.

Apprentices, at least 16 years of age, must serve a minimum of 4,000 hours, including a probationary period, but the term may be reduced by any period spent at technical school or for any person who received training in the Armed Forces or under any rehabilitation plan.

Apprentices' rates start at not less than \$18.50 a week for the first year, and rise by \$1.50 in the third, fourth and fifth half-year, then by \$2, \$2.50, and \$2.50 for the last three six-month periods. The normal working hours are the eight and 44 of the Hours of Work Act and, in no case, more than 48 in a week.

At least one month, but not more than three months of each year of apprenticeship must be spent at technical school. During such period the apprentice is eligible for any living allowance paid by the Government.

By an Order in Council (1253/47) of August 6 amending from July 15 the general Apprenticeship Regulations of April 12, 1946, as amended on December 6, 1946, it is stipulated that on certain conditions a certificate of qualification may be issued to a blacksmith or custom welder, if satisfactory proof is given that he has served at his trade during the preceding nine years or, in Armed Forces, during the preceding 12 years. If he has served for over five years, but not more than five, he must undergo an examination or trade test. If he has served for over five years, a certificate may be issued without examination.

HOURS OF WORK

Four Orders in Council of August 6, gazetted August 15, amend the Regulations concerning certain trades to bring them into conformity with the Hours of Work Act, 1947. The normal work-week for which the wages of apprentices in these trades are fixed is the normal week set by the Act, 44 hours, but in no case, more than 48 hours. The trades concerned are the building trades, printing and electrical trades, and barbering and beauty culture.

MOTOR-VEHICLE REPAIR TRADE

The regulations governing apprenticeship in the motor-vehicle repair trade (O.C. 967/45) of June 29, 1945 (L.G. 1945, p. 1208) were amended (O.C. 1252/47) on August 6, gazetted August 15, to make the same stipulation as to hours as that shown above for the building and other trades, and to alter from July 15 the basis for calculating the wage-rates.

For the first six months, an apprentice in this work is to receive not less than 50c an hour, for the second six months, 70 per cent of the journeymen's rate, for the second year, 75 per cent of that rate, and for each of the next three years, the proportion is increased five points, so that in the fifth year, he is receiving not less than 95 per cent of the journeymen's rate. By the earlier Order, the rate, beginning at 42 per cent of the mechanic's rate increased by five points at the end of each of the first two three-month periods and thereafter every six months, until at the end of the fifth year, it stood at 93 per cent of the mechanic's rate.

Saskatchewan Hours of Work Act, 1947

Persons employed in constructing an airport outside a city but within five miles of the city limits are exempted from the Hours of Work Act by an amendment (O.C. 1155/47) of July 16 to Order 9 which made similar provision for certain other types of construction (L.G., August, 1947, p. 7). The Act requires payment of time and one-half the regular rate if hours in excess of eight and 44 are worked.

Saskatchewan One Day's Rest in Seven Act

Brought again within this Act from August 1, 1947, are fire-departments in cities of more than 10,000 people; nurses, including nurses in training, orderlies, and others employed in a technical or professional capacity in the care of the sick in hospitals; railroad workers whose hours of work are governed by agreement; and apprentices in pharmacy.

These classes were excluded on February 1, 1944, by an Order in Council (50/44) of January 20, 1944, as amended by Order in Council 370/44 of April 11, 1944. The 1944 Orders are revoked by an Order approved on August 6, 1947 (O.C. 1231/47) and gazetted on August 15.

Saskatchewan Public Health Act

The Regulations of November 16, 1943 (O.C. 1275/43) governing lumber, sawmill, mining and construction camps which require the employer to contract with a physician for the care of his workmen, and permit the deduction of 3 cents a day from wages up to a maximum of 75 cents a month, were amended on August 6, 1947 (O.C. 1222/47) and gazetted on August 15. The amendment brings the Regulations into line with the Saskatchewan Health Services Act, 1947, and Hospitalization Act, 1947. The employer is

not to be liable for the cost of such medical care or hospital treatment as his workmen may be entitled to under these Acts.

Saskatchewan Trade Union Act, 1944

New Regulations (O.C. 1233/47) of the Labour Relations Board under this Act on August 6, 1947, replace those approved by O.C. 164/45 on January 30, 1945, and amended

by O.C. 775/45 of May 25, 1945. The new Regulations were approved on August 6, 1947 and gazetted on August 15. They lay down the procedure and prescribe the forms to be used in the administration of the Act which requires collective bargaining by employers under certain conditions, declares certain practices unfair, and confers on the Labour Relations Board power to determine questions arising under the Act.

Legal Decisions Affecting Labour

British Columbia

Trade Union Within Scope of British Columbia Industrial Conciliation and Arbitration Act May Be Prosecuted under that Act—Strikers Fined

THAT a trade union which comes within the definition of "trade union" in the British Columbia Industrial Conciliation and Arbitration Act is a legal entity under that Act was the decision given on July 22, by Mr. Justice Macfarlane of the Supreme Court of British Columbia, confirmed on August 12, by the Court of Appeal. The judgment of the Appeal Court will be summarized in the next issue of the *LABOUR GAZETTE*.

In this connection it may be noted that during a strike in 1901 a civil action against a trade union, as such, and the damages awarded, brought about the enactment in 1902 of the Trade Union Act of British Columbia. The Le Roi Mining Company sued the Rossland Miners' Union in 1901 and \$12,500 damages were awarded. Again in 1926, a suit against a local of the International Alliance of Theatrical Stage Employees et al for damages for loss in business resulting from a strike and picketing was allowed and \$1,750 damages granted.

Several charges arose out of a strike begun on June 9 by some 30 persons employed by the Imperial Laundry Company at Nanaimo. The strike resulted from the dismissal by the company of two women who had been absent without leave. One, Eula Patterson, was attending the convention in Vancouver of the British Columbia Federation of Labour after being refused permission to do so, and the other was said to have remained at home to look after her sick mother.

On June 17, the acting Minister of Labour of British Columbia, whose permission is required, announced that prosecutions would be instituted under the Industrial Conciliation and Arbitration Act. Twenty-seven strikers were charged under Section 27 with

striking before the dispute had been referred to and reported on by a Conciliation Board; three union officers, including Mrs. Patterson, the president, were summoned under Section 35 for authorizing an unlawful strike, and the union itself was charged with the same offence. No charges were laid under Section 31A which prohibits the calling of a strike or going on strike until after a secret ballot has been taken, under Government supervision, by the employees concerned.

Of the 27 individuals, five girls were juveniles under 18 years of age and had to be sent to Juvenile Court.

Contending that the Act gave to a Conciliation Board full power to determine certain questions, Crown counsel posed four questions which Magistrate Beevor-Potts of Nanaimo agreed, overruling defence objections, should be submitted to the Minister of Labour since no board had been established. Proceedings were stayed until these questions could be settled. The four questions, together with three put by the defence, concerned the status of the accused individuals as employees, that of the union as a "trade union" within the meaning of the Act, whether it had negotiated on behalf of the employees, and so on. The Magistrate held the Minister's decisions on these points to be conclusive and not subject to attack.

The 22 strikers were convicted on August 1, and each fined \$1 and \$1 costs. The three union officers, charged with authorizing an illegal strike, were acquitted.

As regards the charge against the union itself, the Nanaimo Dry Cleaning and Laundry Workers' Union, Local 1, there were other developments. Counsel for the Union's president, Eula Patterson, moved for an order prohibiting the Magistrate from proceeding with the charges against it and its officers on the ground that the union had no legal existence. An order *nisi*, directed to Magistrate Beevor-Potts, was accordingly issued by

Mr. Justice Coady of the British Columbia Supreme Court of June 30. A motion to have the writ of prohibition made final came before Mr. Justice A. D. Macfarlane of the Supreme Court. In order that the substance of the application might be argued, Mr. Justice Macfarlane disallowed on July 16, certain preliminary objections. These he dealt with in his judgment of July 22, dismissing the motion.

Two grounds for granting the writ were stated in the notice of motion: (1) that the Magistrate had no jurisdiction to hear the complaint against the union by virtue of service of the complaint and summons upon Eula Patterson, as no British Columbia law provides for service on such an organization; and (2) that the Magistrate had no jurisdiction over the union since it is not a legal entity.

After commenting on the form in which the affidavits were served (they were not endorsed to show on whose behalf they were filed as required by the Crown Office Rules, and did not identify the service on Eula Patterson with service on the union), Mr. Justice Macfarlane pointed out that it was unfortunate, too, that the name of the union was used in instituting these proceedings. He referred to the judgment of the Saskatchewan Court of Appeal in proceedings by way of *certiorari* in connection with the Saskatchewan Trade Union Act, legislation analogous to the British Columbia Industrial Conciliation and Arbitration Act,

that an applicant cannot be heard to object on the ground of failure to serve it properly in its non-corporate capacity, when the application for the writ of *certiorari* was made and taken on its behalf. (*Mackay and Mackay v. Int. Assoc. Machinists, Lodge 1057, Saskatoon*) (L.G., 1946, p. 997).

The only question left for me on this application is whether there was no service or could be no service on the Trade Union of the information and complaint which was before him. Without at the moment deciding the question as to whether in the circumstances which I have mentioned the Union is entitled to object, and addressing myself to the grounds set out in the notice of motion, there are two points to be considered, points which must necessarily in a large measure be considered together.

The first of these is whether the objection that no law of the Province of British Columbia makes provision for service on an organization of the nature of the Trade Union is a good objection, and secondly, whether the Union can be served at all on the ground that it is not a legal entity . . .

The Statute defines a trade union as meaning an international, national or provincial organization of employees or local branch chartered by and in good standing with such an organization. An affidavit has been filed here that this Union is a branch chartered

by and in good standing with the Canadian Congress of Labour, and I am assuming, because it is not contested before me, that that organization is a trade union. The Statute provides for certification of a trade union as a bargaining authority for a unit of employees. It authorizes the bargaining authority when certified for a unit to require the employer to commence collective bargaining. It also provides protection for the trade union from interference; it imposes on it certain restrictions; it recognizes the insertion in a collective agreement as a condition of employment that employees shall have membership in a specific trade union; it requires that every employer shall honour a written assignment of wages and, unless such an assignment is revoked in writing, remit the sum named in the assignment at least once each month to the union. I need not set out all the provisions of that nature. I mention these only as illustrations of the fact that the Statute recognizes the union and protects its interests. These are elements which are characteristic of the establishment of what is often referred to in law as a juristic person. Counsel for the applicant submits that because a trade union is certified as a bargaining authority for a unit of employees and is not authorized in its own right to make agreements that the Statute does not make it an entity (or as I prefer, the expression juristic person), but that if it does so, it makes it such solely for the purpose of acting as agent for the union and that as it is not authorized to declare a strike, it does not become a person liable under the section of the Statute under which the information is laid.

I do not think that this distinction is important, at least so far as I am concerned. I may here also say that I do not think that the cases as to whether a trade union generally is a legal entity and suable or not suable as such in other proceedings, such as were considered in *Hollywood Theatres Ltd. v. Tenney* . . . [L.G., 1939, p. 233] and *Stephen et al v. Stewart et al* . . . [L.G., 1944, p. 237] are applicable to the consideration of the status of the union under this Statute as I have to decide it here. The question I have to decide is as to the effect of this particular Statute conferring these particular powers and imposing particular restrictions and liabilities on the trade union bringing itself under it, that is, whether in these circumstances, there is created here a juristic person recognized by law.

One thing further may be said and that is this—that Sections 34, 35, 36 and 37 all specifically subject the trade union certified under the Act to penalties for infractions of the Statute. I do not see, in view of the powers, privileges and the restrictions imposed by these penalty clauses how it can be contended that under the terms of this particular Statute the trade union certified under it is not recognized by law as a juristic person subject to the provisions of the Act.

Further with regard to the question of service, the Statute provides that every trade union . . . that authorizes or calls a strike contrary to the Act is . . . liable on summary conviction. The Summary Convictions Act provides for service upon 'a person' and defines "person" as including a corporation, partnership or party. The term party is not

defined in that Statute nor have I been referred to any other statute containing a definition of it. The wording, however, of Section 38 of the Industrial Conciliation and Arbitration Act, 1947, it seems to me, clears up this difficulty. That Section declares that if an employers' organization, employees' organization or trade union is guilty of an offence under this Act, any officer, agent or authorized representative of the employers' organization, corporation, employees' organization or trade union who assented to the commission of the offence is a party to and guilty of the offence.

We have thus a provision for service on a person which includes a party under the Summary Convictions Act which is made applicable by the Statute here and a declaration that the trade union who assents to the commission of an offence is a party to that offence... Counsel contends that as in all other statutes provision is made for service in a particular manner on juristic persons such as corporations, societies and others, and there being no such provision here, service cannot be made. In the argument before me the case of *The Queen v. The Toronto Railway Co.* (1889) 2 Can. C.C. page 471, was cited. In that case Mr. Justice Rose, whose judgment was approved on appeal, deals with the question of service... he cites the case of *Newby v. Colt's Patent Fire Arms Co.* (1872), L.R. 7 Q.B. 293, where Mr. Justice Blackburn stated the law to be as follows... "At common law the service of a writ on a corporation aggregate, which from the nature of the body could not be personal, was by serving it on a proper officer, so as to secure that it came to the knowledge of the corporation..." The same situation exists there as here, namely, that if service may be effected, I have not to determine whether the service has been proper...

Having before me the Statute which I have and the provisions of the Summary Convictions Act, I am not prepared to hold that service of the information and complaint cannot be made on the trade union. I am also of the opinion that this legislation by its very terms has made attributable to the trade union certified under it the characteristics of a juristic person, or in other words, has made it an entity under the terms of the Statute, and, while it is not necessary for me so to decide that where proceedings are brought by way of prohibition in the name of the trade union, and such trade union is a party to the proceedings (following *Mackay and Mackay v. Int. Assn. Machinists Lodge No. 1057, Saskatoon, supra*), I do not think it is open to the trade union here to object on the ground of failure to serve it properly in its non-corporate capacity.

The motion was therefore dismissed and the writ prohibiting proceedings against the union set aside. *Re Patterson and Nanaimo Dry Cleaning and Laundry Workers' Union, Local No. 1*, Supreme Court of British Columbia, July 22, 1947.

B.C. Company Fined for Illegal Lockout

On July 11 Famous Foods and Macaroni Co. was fined \$250 by Magistrate McInnes in

Vancouver Police Court. The company was convicted of unlawfully causing a lockout of employees, a charge laid under the British Columbia Industrial Conciliation and Arbitration Act.

Workman's Widow's Claim Against the Crown Upheld by Supreme Court

On January 4, 1947, the Supreme Court of Canada dismissed with costs an appeal by the Crown against a decision of the Exchequer Court in favour of the suppliants against the Crown. The Exchequer Court had awarded \$17,000 as damages suffered by the widow and infant son of a man who had been killed in a motor accident in the course of his employment on September 29, 1943. The accident was caused by the negligence of a member of the Military Forces acting within the scope of his duties.

The British Columbia Workmen's Compensation Board had awarded compensation, and payments were being made and accepted by the widow. But the latter, by petition of right, brought an action claiming damages against the Crown by virtue of the Families' Compensation Act and the Exchequer Court Act.

The Exchequer Court held that no provision of the Workmen's Compensation Act affected the liability of the Crown as created by the Exchequer Court Act. Sec. 19 (c) of the latter Act, as amended, states that the Exchequer Court has exclusive original jurisdiction to determine every claim against the Crown arising out of any death or injury to the person or property resulting from the negligence of any servant of the Crown while acting within the scope of his duties. Moreover, as the Workmen's Compensation Board has the right, under the Workmen's Compensation Act, to bring an action against a third party who is liable for any accident to a workman or his dependants who have elected to claim compensation under the Act, the Board, the Exchequer Court held, was only exercising its statutory right in becoming a party to the action.

Before the Supreme Court, Counsel for the Crown argued that since the widow had elected compensation and had accepted it, she had suffered no loss or damage in law which would entitle her to an action against the Crown under the Exchequer Court Act, that she had assigned her right of action to the Workmen's Compensation Board and therefore was not entitled to one, that the British Columbia Workmen's Compensation Act is not applicable to the Crown, and that

the Board could acquire no right of action by subrogation under that Act. It was argued, further, that even if the claim was valid, the compensation paid under the Workmen's Compensation Act should lessen *pro tanto* the sum awarded by the trial judge.

Mr. Justice Kerwin stated that not only did the Exchequer Court Act confer power to adjudicate such claims, but it imposed liability on the Crown to pay damages for the acts of its servants where, in like circumstances, liability would rest on corporations or individuals according to the law of the Province in which the claim arose. He was satisfied that the British Columbia Workmen's Compensation Act

would not apply so as to reduce the claim of the dependant against the . . . wrongdoer . . . The Board is subrogated to the dependant's rights against the third party, and the Board's rights would not be defeated or curtailed by anything done by the dependants.

Liability to the same extent attaches to the Crown.

Mr. Justice Estey, with whom Mr. Justice Taschereau agreed, stated that the position of the party whose negligence caused the injury is unaffected by the provisions of the Workmen's Compensation Act. The Act provides, in effect, that Snell's claim, at common law, for damages continues and may be enforced.—*The King v. Snell and British Columbia Workmen's Compensation Board* 4(1947) Canada Law Reports 219.

Quebec

Appeal Court Quashes Conviction for Dismissing Trade Unionists

On June 27 the Quebec Court of King's Bench, Appeal side, allowed the appeal of Canadair Limited against conviction of an offence under Section 502A of the Criminal Code. The company was found guilty on November 27 by a jury in the Court of King's Bench of having dismissed from its employment, on January 28, 1946, some 18 workers for the sole reason that they were members of a trade union. The information was laid by the Montreal Aircraft Workers Local Union. Judgment in the appeal case was given by Mr. Justice Paul Casey with whom Justices Galipeault and St-Germain concurred. Justices Barclay and Marchand dissented.

The Court referred to the judgment of the Court of King's Bench in the *Society Brand Clothes* case (L.G., 1942, p. 872) that "the principal or determining cause" for the dis-

Vancouver Convictions for Obstructing Traffic Quashed by Supreme Court of Canada

On June 18, the Supreme Court of Canada allowed the appeals and quashed the convictions of two persons by a Vancouver Police Magistrate on charges of interfering with traffic and wilfully obstructing a police officer. The British Columbia Court of Appeal had upheld the convictions, Mr. Justice Bird dissenting. In the Supreme Court, Chief Justice Rinfret and Mr. Justice Kerwin dissented in one case; they would have dismissed one appeal and, on the ground that there was no evidence, would have allowed the other.

The appellants, two of about 100 persons holding a "tag day" for the lumbermen's strike fund, were convicted on and fined \$100 each under a Vancouver Street and Traffic By-law which forbids standing or loitering so as to obstruct or interfere with traffic and, also, the carrying of any advertising device on any street without the permission of the Chief Constable.

Walking back and forth on the street, holding out a box for contributions, the two were ordered by a police officer to move on. The Supreme Court held there was no evidence of violation of the by-law, of actual or possible obstruction of traffic, that the police were not acting pursuant to any duty imposed on them, and it was the "tagging" to which police objected; they had received orders to take in the "taggers".—*Johanson v. the King, Daniluk v. the King*. Supreme Court of Canada, June 18, 1947.

missal in that case was that the employees concerned belonged to a lawful trade union or lawful association of employees, but held that the workers of Canadair Limited were dismissed because they were contributing to "disturbance and unrest" in the employer's plant and that there was no proof that they were dismissed for the sole reason that they belonged to a lawful trade union.

The dissenting judges were of the opinion that the jury's verdict was not unreasonable and could be supported having regard to the evidence, and that the company's defence did not in law constitute a justification or excuse. *Canadair Limited and His Majesty the King*, Court of King's Bench, Montreal, No. 519.

Injunctions in Shoe Factory Strike

In connection with a strike at the shoe factory of Bennett Limited, at Chambly Canton, Quebec, the pickets, members of a

local of the United Rubber, Linoleum, Cork and Plastic Workers of America, were restrained by an interim order, issued on May 8 by Mr. Justice Salvas in the Superior Court of the Montreal District, from interfering with the entry or egress of any person or of any company equipment at the plant and from intimidating, following or besetting anyone.

On June 6 on the application of the company, the late Mr. Justice Forest issued an interlocutory injunction against the same local and a group of 15 members of the union. They were ordered to refrain from intimidation and to maintain the peace until the dispute between the strikers and Bennett Limited was finally adjudicated. A petition by certain union members for an injunction to prevent the company from entering into an agreement with a group of workers who returned to their jobs during the strike was refused in the same Court on June 19.

The local was certified on May 11, 1946, as the bargaining agent under the Quebec Labour Relations Act for the workpeople of Bennett Limited, but from that date until March 1 the parties were unable to arrive at an agreement. An arbitration board was then established by the Quebec Minister of Labour under the Trade Disputes Act, but the company refused to accept its recommendations. The workers, waiting until April 15, that is, more than the 14 days required by the Quebec Labour Relations Act, then struck, and pickets were placed about the plant.

Mr. Justice Forest found that the tactics used by the union leaders and members in intimidating workers and preventing them from working at the factory, were far from peaceful. The question for him to decide, he said, was not whether the strike was illegal

but simply to judge whether the picketing conformed with the law and the degree of civilization which we claim to have reached. The interim injunction had been violated and workers molested and intimidated. Legislators, Mr. Justice Forest stated,

in according to labour union such extraordinary means as picketing did not legalize or intend to legalize the use of threats, intimidation or bodily assault in order that strikes might stop those from working; nor did the labour laws authorize fomenters of discord to assail free citizens in order to prevent them from earning their daily bread according to the Divine precept. *Bennett Ltd. v. Local Union 313, United Rubber, Linoleum, Cork and Plastic Workers and Paul Blanchard and others.*

In rejecting the application of some 150 employees, members of the local union, for an interim injunction to restrain the company from making an agreement with a small group of employees who had returned to work, Mr. Justice Forest pointed out that the Quebec Labour Relations Act does not prohibit an unrecognized association from entering into an agreement although it stipulates that such an agreement becomes void if another association is recognized by the Labour Relations Board as representing the same workers. Neither did the Act prohibit any group from trying to obtain better terms during a strike. The Court considered that the petitioners did not give sufficient proof that they were members of Local 313, that they could not claim individually the status accorded by the law to the local union, and it was admitted that all those whose names appeared on the petition had not been consulted. The Quebec Code of Civil Procedure requires that only those who have an interest in a matter may appear before the Court, and no one may represent another.—*Emery et al v. Bennett, Ltd., and Prescott and others.*

Saskatchewan

Supreme Court Holds Labour Relations Board Has Legal Status for Purposes of Trade Union Act

On May 13 the Supreme Court of Canada allowed an appeal by the Labour Relations Board of Saskatchewan from a decision of the Saskatchewan Court of Appeal which quashed the Board's appeal in the case of the *Dominion Fire Brick and Clay Products Ltd.*, on the ground that the Board had no legal status and that it could not make an appeal concerning a decision it had itself made.

The case arose from an application to the Labour Relations Board by the Clay Products

Workers' Union for an order that the employees of the Dominion Fire Brick and Clay Products, Limited, with some exceptions, formed a unit appropriate for collective bargaining, that the union represented a majority of the employees, and that the company must negotiate with the union. The order of the Board to this effect was set aside with costs on July 16, 1946, by Mr. Justice Anderson of the Court of King's Bench, who held that the Board had no jurisdiction in the case, since, contrary to the Board's opinion, the company's business was "mining", a matter at that time for the Dominion and not for the Province. The Saskatchewan Court of Appeal on October 4,

1946, giving effect to the preliminary objection made before it that the Board had not sufficient interest or status to appeal the judgment of Mr. Justice Anderson, dismissed the Board's appeal. The Appeal Court held that the Board had made a decision by which one of the parties concerned was aggrieved but that the Board itself was not aggrieved; that it therefore had no interest in the appeal. (L.G., February, 1947, p. 202.)

Before the Supreme Court of Canada, the respondent company argued that the Board was a body unknown to the law, and therefore it could not appear in legal proceedings. This argument, Mr. Justice Kerwin considered was disposed of by the Saskatchewan Trade Union Act, 1944, Section 9, which stipulates that a certified copy of any order of the Board must be filed with the Registrar of the Court of King's Bench, and becomes enforceable as a judgment of that Court. On the same point, Mr. Justice Kellock, with whom Mr. Justice Rand agreed, stated that it was not for the respondent at this stage to object that the Board is not an entity distinct from its members, since the respondent itself designated the members of the Board by their collective name, and had obtained from Mr. Justice Anderson a decision in their favour, including an order for the payment of costs. Mr. Justice Kerwin pointed out that the Saskatchewan Court of Appeal was "clearly in error" in holding that the Board was not an aggrieved party, since costs were awarded against it by Mr. Justice Anderson. However, he considered that the

matter could be put on a broader basis . . . for many years it has been taken as settled that a body such as the Board has a right of appeal where its jurisdiction is in question.

The appeal being allowed, and this preliminary objection disposed of, the Supreme Court directed that the matter should go back to the Saskatchewan Court of Appeal for its determination as to the admissibility of certain affidavits filed by the Board and on the substantive matter raised by the original application for *certiorari*. The appellant was held entitled to its costs.—*Labour Relations Board of Saskatchewan v. Dominion Fire Brick and Clay Products Limited* (1947) 3 Dominion Law Reports 1.

Brakesman's Widow Loses Claim against Railway Company

An appeal by the Canadian Pacific Railway against an award in an accident case was allowed with costs by the Saskatchewan Court of Appeal on May 10. The judgment, based on the verdict of a jury, had awarded

\$15,000 damages to the widow and three children of a brakesman who was killed in June, 1945, while performing his duties in the railway yards. The Appeal Court held that there was no direct evidence, and no facts from which a reasonable inference could be drawn, as to the circumstances causing the accident.

The defendant company admitted liability under the Workmen's Compensation Act, R.S.S. 1940, c. 302, under which compensation is payable regardless of negligence, but denied liability at common law. Certain classes of men employed in train and engine service in Saskatchewan are excluded from the Workmen's Compensation (Accident Fund) Act but come within the earlier individual liability law, the Workmen's Compensation Act enacted first in 1910-11.

For the plaintiff, it was alleged that the defendant company and its employees were negligent in failing to provide a system for warning the deceased, in failing to keep a proper lookout, in operating a locomotive at an excessive speed under the conditions at the time, in failing to bring the engine and tender concerned to a stop before it touched the deceased, and in failing to provide a safe working place. The defence denied these allegations, and argued that the accident was due solely to the deceased's negligence in not exercising reasonable care.

The jury found the defendant's employees negligent in not having a man on the stirrup of the tender of the engine which was moving backwards. The Appeal Court found no evidence "which warranted this finding" and it was considered "perverse".—*Quiring v. C.P.R.* 2 (1947) Western Weekly Reports 81.

Switchman Allowed Damages for Negligence of Railway Company—Latter's Appeal Dismissed

On May 15, the Saskatchewan Court of Appeal allowed with costs the appeal of one defendant, and dismissed with costs that of another, being appeals against the award of damages to a switch foreman who was struck by a block of ice which fell from the top of a refrigerator car. The jury had assessed the blame attached to Canadian National Railways at 85 per cent and that to the Arctic Coal and Ice Company, at 15 per cent. Mr. Justice McNiven of the Court of King's Bench awarded damages against both defendants to the amount of \$6,495.

The plaintiff, who was employed by the defendant railway company, was moving, on January 7, 1944, a number of box cars, including a refrigerator car. Blocks of ice had been hoisted to the top of the latter car where

they were chiselled into the bunkers at each end of the car. The particular car had been "iced" a few hours before by the defendant ice company under a contract with the railway company which required it to sweep off the tops of the cars it supplied with ice. There was evidence that the car had not been inspected after the "icing", that there was no one whose duty it was to carry out such inspection, and that lumps of ice were found on the top of the car two hours after the accident. There was no evidence of negligence on the plaintiff's part.

The jury found that it was the duty of the railway company to inspect the top of the cars, and Mr. Justice McNiven considered that their finding of negligence was justified. The ice company was its agent and the railway company "cannot escape liability merely because its agent was negligent". The ice company was negligent, in the jury's opinion, in not getting a "clearance" from a responsible railway official that the car was left in safe condition.

The Saskatchewan Court of Appeal found that the Canadian National Railway was negligent in not inspecting the roof of the car. As regards the railway company's contention that the Arctic Coal & Ice Co. were independent contractors, that the ice was left on the roof through the collateral negligence of that company and that for such collateral negligence the railway company is not liable to the plaintiff, the Court held that "the employer of an independent contractor" is not liable for such negligence on the part of the latter but in this case the negligence of the contractor was not the direct cause of the accident. The railway company had the opportunity and, as the jury found, the duty of inspection, and could have averted the accident.

On the authorities, the original wrongdoer ceases to be liable, and the conscious agent is liable.

For this reason, too, the Arctic Ice and Coal Co. could not be held liable for negligence.—*Cook v. C.N.R. and Arctic Coal and Ice Co. Ltd.* 2 (1947) Western Weekly Reports, 73, 134.

Saskatchewan Labour Laws Held Not to Apply to Interprovincial Railway Companies

That Saskatchewan holidays and wages legislation does not apply to persons employed by the Canadian National and Canadian Pacific Railways was the decision of Mr. Justice H. V. Bigelow of the Court of King's Bench in Regina on May 19.

Prosecution of the two railway companies for failure to post notices as required by the Annual Holidays Act and Minimum Wage Act, was begun by the Saskatchewan Government in August, 1946. Both statutes require employers to post in a conspicuous place provisions of the Acts, or the regulations under them, so that the workpeople may be informed of the measures for their benefit.

The hearing before Magistrate Scott in Regina was adjourned for one week, but, in the meantime, the companies sought a declaration that these two Acts were *ultra vires* the Provincial Legislature in so far as they affected, or purported to affect, railways.

The test case came before Mr. Justice Bigelow in May, 1947. Included in the submission to the Court, in addition to the holidays and minimum wage laws, were three other provincial statutes, the Trade Union Act, 1944, the Workmen's Wage Act, and the Hours of Work Act, 1947. Lengthy argument was presented by both sides, counsel for the Saskatchewan Government contending that the legislation comes properly under the head "Property and Civil Rights in the Province" which the British North America Act assigns to the Provincial Legislatures, and that the "legislation is valid even in respect to matters which, under the British North America Act, are assigned to the Dominion Parliament until the Dominion has seen fit to legislate in that field". The plaintiffs argued that the legislation was legislation affecting railways, a subject assigned to the Dominion, and also affecting Trade and Commerce, another matter within the competence of the Parliament of Canada.

Mr. Justice Bigelow stated that he was satisfied and convinced that the five Acts in question in these actions, and the regulations made thereunder, are *ultra vires* or beyond the powers of the Saskatchewan Legislature in so far as they affect the plaintiff companies, and are exclusively within the powers of the Dominion Parliament under Section 92, head 10(a) and (c)... "Lines of... Railways" and "Such Works as... are Declared by the Parliament of Canada, to be for the General Advantage of Canada".

He continued:

In my opinion, the Acts in question would interfere very substantially with the management and operation of the railways; in fact, some of the legislation would be impossible to comply with, such as the Act requiring employees to work only eight hours a day. The services the plaintiffs give the public require them to run their trains twenty-four hours a day. I cannot see any practical way a train crew could be changed every eight hours.

I cannot agree with the contention of counsel that this legislation, in so far as it affects the plaintiffs, is open to the Province, so long as the Dominion has not legislated

concerning it. I think that the power to pass such legislation is exclusively given to the Dominion Parliament.

Having this opinion, it is not necessary for me to decide whether the Acts in question come within section 91 of the British North America Act, the "Peace, Order and good Government" clause, or the "Trade and Commerce" clause.

It was argued by the defence that hotels owned and operated by the railway companies should be treated differently from the railway lines. Mr. Justice Bigelow did not agree with this contention. He considered the hotels to be an integral part of the transport system. He expressed, with deference, his disagreement with the judgment of the British Columbia Court of Appeal in the *Empress Hotel* case and his concurrence with the dissenting opinion in that case of Mr. Justice O'Halloran. The *Empress Hotel* decision was summarized in the *LABOUR GAZETTE*, May, 1947, p. 700.

The Saskatchewan Government has stated its intention to appeal the decision of Mr. Justice Bigelow, particularly in its application to hotels operated by the railways.—*C.P.R. Company and the Attorney General of Saskatchewan and C.N.R. Company and the Attorney General of Saskatchewan*. May 19, 1947.

United Kingdom

English Court Awards Damages Against Employers for Statutory Breaches

In three recent judgments awarding damages for injuries received during employment, the English Court of Appeal found that the employer concerned had failed in his statutory duty. The judgments were reported in *The Ministry of Labour Gazette*, July, 1947.

WOODWORKING MACHINERY REGULATIONS

In one case, decided on February 6, a highly skilled workman, employed to manipulate a circular saw, had lost part of a finger. The guard to the saw did not comply with the Woodworking Machinery Regulations, 1922, since it did not extend from the top of the riving knife to a point as low as practicable at the cutting edge of the saw. The workman preferred to work with the guard some 3½ inches up, and it was his duty to adjust it. The Regulations require that guards shall be maintained in an efficient state and that the workers shall use and maintain in proper adjustment the guards provided in accordance with the Regulations.

The trial Court dismissed the action, holding that the accident was caused entirely through the workman's negligence, but damages were fixed at £600 in case another Court should decide differently. The workman

At the last Session of Parliament, an amendment was made to the Canadian National—Canadian Pacific Act, 1933. The amendment stipulates that the pay, hours of work and other conditions of employment of persons employed by the National or Pacific Railways, who are engaged in the construction, operation or maintenance of the railways, shall be such as are set out in any written agreements, respecting such employees, which are made between the companies and the representatives of the employees concerned if such agreements are filed in the Office of the Minister of Transport. The Minister of Transport on May 27 stated in the House of Commons that

The purpose of the Bill is to give the federal Government jurisdiction over rates of pay, hours of work and working conditions of the employees of the Canadian National and Canadian Pacific Railways. Parliament has exclusive jurisdiction over these railways, and the object of the Bill is to occupy the field in so far as labour relations of their employees are concerned. The Government considers it is now time for Parliament to exercise its jurisdiction by legislating in the field of labour relations as affecting the construction, operation or maintenance of these railways.

appealed on the ground that the employers' breach of statutory duty freed him from his common-law duty to take care. The Court of Appeal held that the employers had failed in their statutory duty and so had contributed to the accident. If the accident had occurred before the passing of the Law Reform (Contributory Negligence) Act, 1945, the workman could not have recovered because of his negligence. The damages were, therefore, apportioned equally between the two parties.—*Cakebread v. Hopping Bros. (Whetstone) Ltd.*

SAFE MEANS OF ACCESS

In another case in which judgment was given on February 27 and 28, the employers appealed against a decision of June 15, 1946, awarding damages to a workman for injury to his foot and the loss of a finger.

The workman, a fitter, after finishing his work on cylinder heads for aeroplane engines was required to take them down the shop to an inspector. On the occasion of the accident, when the two men reached the place where the cylinder head was to be inspected, two cylinders were already there and they were directed to put it in another place. To do so the workman moved backwards and fell against the blocks already there.

Judgment was given against the employers and the Court of Appeal dismissed their appeal, holding that the Factories Act stipulates that a workman must be provided with a safe means of access to every place he has to work at any time and that this extended to the short distance over which he and his mate had to move when directed by the inspector to deposit the cylinder head in a place different from the usual one.—*Hopwood v. Rolls Royce Ltd.*

ELECTRICITY REGULATIONS

In the third case the workmen had been found guilty of contributory negligence but the Court of Appeal reversed this decision.

The workman was a maintenance electrician employed by the first defendant, a steel company. A short circuit in the factory had failed to throw out the switches installed by the power company, and disengaged the switches installed in an outside power station belonging to the power company. When the supply of electricity from the sub-station was resumed, the current, unobstructed by the faulty switches at the factory, injured the plaintiff who was engaged in repairing the breakdown.

The defendants charged that the plaintiff was guilty of contributory negligence since he did not turn certain switches which would have cut off the electricity and prevented the second of two explosions. Both the defendant companies were covered by the Electricity Supply and Maintenance Regulations.

The Court of Appeal found the plaintiff not guilty of contributory negligence, holding that the Regulations required the steel company to maintain conductors so as to prevent danger, and the power company was held to have breached the Regulation making them responsible for maintaining in a safe condition all electrical apparatus placed by them on the premises of the consumer and belonging to them or under their control.—*Heard v. Brymbo Steel Company, Ltd. and another.*

Workmen's Compensation

Two interesting workmen's compensation cases, which were decided in February by the English Court of Appeal, were noted in *Industrial Welfare*, London, July-August, 1947. One case had to do with an accident which happened on the workman's way to work, the other with the compensation payable for partial disability when wages have declined.

WORKMAN ALLOWED TO START AFTER CONTRACTUAL HOUR IS IN "COURSE OF EMPLOYMENT" WHEN ON WAY TO WORK AFTER THE HOUR

A plasterer living in one town was employed in another. His contract stipulated that his starting time was 8 a.m., but he was allowed to travel by a train which arrived at the town of his employment at 8.15. One morning when walking to his work from the station by the shortest route, he slipped and suffered injuries. His claim, under the Workmen's Compensation Act, was refused on the ground that the Act did not cover an accident on the way to work.

The Court of Appeal, however, allowed the workman's appeal holding that the case did not come within the class of cases in which it had been laid down that a man, as a general rule, was not injured in the course of his employment when he was injured on his way to work. The Court considered that this case was one where, on the facts, it was clear that, at the time of the accident, the man was under a contractual duty to his employer. Being permitted to use the train arriving at 8.15, although he was paid from 8 a.m., he was under an obligation to proceed as quickly as possible to his work by the quickest route. It was in performing that duty that he was injured. The Court suggested that the view of the County Court should be tested by supposing that an officer of the company happened to meet the workman loitering on the way or diverging from the shortest route. The officer could properly have ordered him to proceed direct to his work.—*Dunn v. Lockwood and Co.*, February 14, 1947.

DISABILITY COMPENSATION TO BE BASED ON ACTUAL RATES BEFORE AND AFTER ACCIDENT REGARDLESS OF ECONOMIC CHANGES

In the other case a man, totally incapacitated by an industrial accident for six months, returned to work for which he was still partially incapacitated. On account of the weakening of the grip of his right hand, he was unable to do the heavy work he had done. When he applied for compensation on the ground of partial disability, the County Court found that he was then earning as much as he would have done if the accident had not happened, but that his actual earnings were less than his earnings before the accident, the reduction being due to the reduction in working hours following the winding up of war contracts. The Judge

awarded him 50 per cent of the difference between his present and his pre-accident earnings. The employers appealed.

The appeal was dismissed, the Court holding that if the workman was earning as much as he reasonably could, it was not open to the employer to reduce the "difference" between his earnings and his pre-accident earnings by showing that the reduction was due to changes in the economic position of

the labour market between the two dates. When a workman engaged on less well paid work as a result of his incapacity got more compensation because of such changes, the employer got the benefit. The result in both cases was anomalous, but the anomaly operated at times to the benefit of the workman and at others to the benefit of the employer.—*Sharplin v. Bawn and Co. Ltd.*, February 25, 1947.

Minimum Rates and Holidays for Restaurant Workers in the United Kingdom

Wage Order Ignores Tips in Assessing Minimum Rates

A WAGES Regulation Order applying to such unlicensed places of refreshment as restaurants, cafés, tea-shops, snack-bars and so on was issued on July 1 by the Minister of Labour and National Service of the United Kingdom. The Order, made under the authority of the Catering Wages Act, 1943, was based on the recommendation of a Wages Board composed of employers', workers' and public representatives.

In addition, a Holidays Order of the same date covering the same classes of workers requires the payment of wages to any workers required to work on any of the six "customary holidays" in each year or on any day proclaimed as an additional Bank Holiday or general holiday, and provides an annual holiday with pay between April 1 and September 30 of from six to 12 days according to the length of employment. A full-time worker employed for eight weeks is entitled to a holiday of one day; one employed for four years or more, to a 12-day holiday.

Orders making somewhat similar provisions as to wages and holidays have been made for other catering workers and, under the Wages Councils Act, for other classes.

If a worker in an unlicensed place of refreshment works on a customary holiday and his employer has agreed to allow him within 42 days a holiday, other than a day of rest or half day to which he may be entitled, he must be paid for all time worked on the customary holiday $1\frac{1}{2}$ times the amount he would have earned had the day not been a holiday, and for the day given in lieu of the customary holiday, not less than the amount to which he would have been entitled had he worked on that day. A worker required to work on a customary holiday and not given a day off in lieu of that holiday within 42 days, must be paid for all time worked on the holiday not less

than $2\frac{1}{2}$ times the amount to which he would have been entitled, had the day not been a holiday.

The Wages Regulation Order fixes minimum remuneration for a 47-hour week, or in the case of some workers, for each day worked in a 97-hour fortnight. The Order applies to men and women over 21 years of age; lower rates are fixed for juvenile workers according to age. The highest rates are fixed for London and the Metropolitan District. The rates are 3s. lower for places with a population of 10,000 or more and certain specified places, and 5s. lower than London for the rest of Great Britain. For workers with less than three months experience in the catering trade, the minimum rates are 10 per cent lower. For occasional workers hired on an hourly or day-to-day basis, the minimum hourly rates are the ordinary adult rates per hour increased by $12\frac{1}{2}$ per cent.

This Wages Order ignores income from tips. The Catering Wages Commission in a report issued on June 18 declared that it was "unanimously of the opinion that tips should be disregarded by the Wages Board in assessing statutory minimum rates of wages." The Commission agreed with a recommendation made by the employers' and workers' representatives on the Wages Board. The Commission stated that it did not expect tipping to disappear, but it believes that both workers and the public will benefit if tipping is no longer relied on as an essential part of a living wage. It notes the difficulty of any general assessment of the cash value of tips because of the wide fluctuation in the amounts given in the various establishments, and even between the amounts received by any one person at different times. The Commission admits that its recommendation may aggravate anomalies between tipped and untipped workers, but the

Wages Board regards this as a problem that must be solved, and expects that workers and employers will set up machinery for pooling gratuities so as to adjust differences of income. These suggestions by the Wages Board are, the Commission believes, "the right lines for future consideration."

The minimum rates are payable where the worker is normally provided by the employer with such meals as are available during the time the worker is on duty and where a uniform or overalls worn at work are laundered at the employer's expense or where no uniform is worn. Where meals are not provided, rates are increased by 8s a week and where a worker's uniform is not laundered at the employer's expense, rates are increased by 1s a week. On the other hand, where the uniform is provided by the employer and replaces the

worker's clothing, 1s a week may be deducted from the wages, or 6d a week where overalls are provided.

Special rates are payable for overtime. Time-and-a-quarter is payable for all time in excess of 9½ hours in a day and for the first six hours in excess of 47 in any week, and time-and-a-half for all hours in excess of 53 in a week. For work on Sunday, time-and-a-quarter is paid, but for all time worked on the "rest day", that is, one day in each week which has been notified to the worker before the beginning of the week as a "rest day" or failing such notification, Sunday, double time must be paid. A special rate of time-and-one-eighth must be paid, too, for all time worked between 5 a.m. and 7 a.m. and between 7 p.m. and 11 p.m. Time-and-a-quarter is payable for work between 11 p.m. and 5 a.m.

Employment, Hours and Earnings

Introduction

AN uninterrupted expansion in employment has characterized the employment scene during the spring and summer months of 1947. Although delays were feared because of the late spring, the break in weather conditions during the latter part of May brought about a rapid recovery. By the beginning of June, less than two per cent of the civilian labour force was unemployed. However, the abrupt rather than gradual opening up of seasonal activity added greater than usual pressure to labour requirements during the following months. To ease the situation, student labour was used extensively in practically all industries but despite this, labour shortages steadily increased. Primary industries particularly were urgently in need of help; in mining the opening up of new areas was proceeding with great difficulty because of the shortage of manpower.

The situation spotlighted the problem of matching workers with the jobs available. Geographical dislocation in a country the size of Canada was a great obstacle. Industries in Ontario and Quebec were seriously in need of workers, while a surplus of labour still existed in the Maritime and Pacific regions. Another factor was that much of the labour surplus was composed of partially-qualified, physically impaired and older workers, who did not meet employers' specifications. Immigration was being warmly supported as a solution to the present labour shortage problem and was particularly advocated in the primary and service industries.

The labour market, as reported by the National Employment Service, shifted from one of a surplus of applicants to that of a surplus of jobs during August. At the beginning of the month labour supply exceeded demand by 10,000; by the end of the period demand exceeded supply by 25,000. This trend towards a steadily tighter labour market was expected to continue into September and early October. At August 28, unfilled vacancies totalled 110,000, while unplaced applicants numbered 86,000 (60,000 male and 26,000 female). A steady decline in the number of persons claiming unemployment insurance accompanied the downtrend

in unplaced applicants. At July 31, the latest available date, 41,900 persons (27,000 male and 14,900 female) were registered for unemployment insurance.

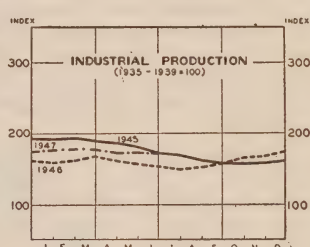
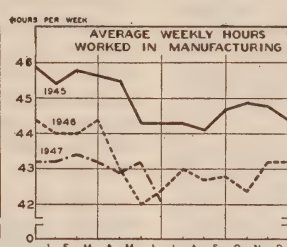
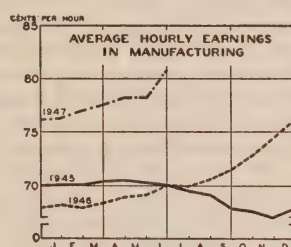
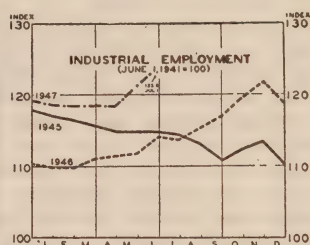
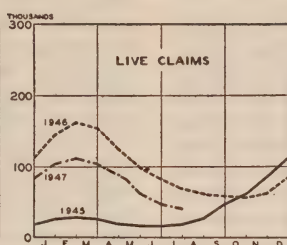
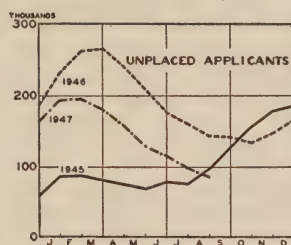
Non-agricultural employment, as reported by the Employment Branch of the Dominion Bureau of Statistics, had made rapid strides by the end of June. The index of employment in the eight leading industries jumped by 6.0 points during May and June to reach the highest peace-time level at July 1. At that date, the employment index (June 1, 1941=100) totalled 123.8 in contrast to 113.6 one year before. Employment in firms reporting 15 or more employees stood at 1,946,000 at the July date.

Average hourly earnings in manufacturing rose substantially during May and June. A large proportion of collective agreements were re-negotiated during this period, many of which authorized considerable advances in wage rates. Hourly earnings of hourly-rated workers in manufacturing averaged 80.8c at July 1, as against 79.8c and 78.3c at the beginning of June and May respectively. At the same time the work-week was steadily reduced, dropping from 43.2 in the last week of April to 42.1 during the comparative period in June.

In the Maritime region, the labour surplus declined during July, but since unemployment was chronic rather than seasonal absorption was far from complete. The outlook, however, was fairly encouraging. The renewal of British contracts for Maritime lumber was expected which would maintain employment in the logging industry at a good level; demand for pulpwood cutters was heavy even during the off-season summer months. The dollar crisis might affect United Kingdom commitments, however, in which case agriculture would face the loss of a major market. Full recovery from the coal strike repercussions was evident in the trade and transportation industries. Shipyards at Halifax were busy with repair work; employment was at the highest level since the major lay-offs of the war. Construction work was gaining rapidly, although supply shortages were still

SELECTED LABOUR MARKET INDICATORS

1945 - 1946 - 1947



SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

NOTE:—Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947			1946		
	July	June	May	July	June	May
Civilian Non-Institutional Population—(1)...	(†)	8,930,000	(†)	(†)	8,718,000	(†)
Civilian Labour Force—(1).....	(†)	4,912,000	(†)	(†)	4,828,000	(†)
Employment—						
Employed (1).....	(†)	4,821,000	(†)	(†)	4,702,000	(†)
Index (June 1, 1941=100) (*).....	123.8	120.8	117.7	113.6	111.3	110.9
Total (2).....	1,946,032	1,899,247	1,848,688	1,773,712	1,735,435	1,728,535
Male (2).....	1,535,816	1,495,750	1,445,304	1,382,265	1,347,788	1,339,259
Female (2).....	410,216	403,497	403,294	391,447	387,647	389,276
Unfilled Vacancies at N.E.S.....	95,184	102,648	92,190	118,969	114,108	111,455
Vacancies Notified (2).....	30,414	29,796	34,017	34,808	37,694	40,089
Applications for Employment (2).....	28,518	29,921	28,804	35,802	38,205	35,378
Referrals (2).....	24,223	25,081	26,087	26,273	27,284	27,907
Placements (2).....	15,422	15,304	15,762	17,015	17,368	17,985
Unemployment—						
Unemployed (1).....	(†)	91,000	(†)	(†)	126,000	(†)
% of Civilian Labour Force.....	(†)	1.9	(†)	(†)	2.6	(†)
Unplaced Applicants at N.E.S.—						
Total.....	114,528*	126,481	156,963	176,735	210,404	242,414
Male.....	80,977*	94,170	122,771	139,977	170,149	196,797
Female.....	33,551*	32,311	34,192	36,758	40,255	45,617
Unemployment Insurance Claims.....	47,817	59,410	82,276	82,382	98,810	123,950
Unemployment in Trade Unions..... %	0.8	(†) *	(†)	1.3	(†)	(†)
Earnings and Hours—						
Index, Aggregate Weekly Payrolls (June 1, 1941=100).....	173.3	168.7	164.0	142.2	137.0	138.0
Per Capita Weekly Earnings..... \$	36.19	36.07	35.95	32.35	31.80	32.16
Average Hourly Earnings (1)..... \$	80.8	79.9	78.3	70.0	69.1	68.9
Average Hours Worked per Week.....	42.1	42.9	43.2	42.4	42.0	43.0
Industrial Production—						
Index (1935-39=100) (*).....	171.6	176.2	175.0	153.5	156.4	161.5

(†) Not available.

(1) Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

(2) Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees.

(3) Weekly average for month in non-agricultural industries reporting to National Employment Service.

(4) Average hourly earnings and man-hours apply to manufacturing only.

(5) During the month.

(*) For more recent figures, see below, under Operations of the National Employment Service.

a problem in some areas. The fishing industry had suffered a major set-back because of a reduced market in the United States; greater competition and the end of meat rationing chiefly caused the slump.

The Quebec region reported that industrial activity was at the peak peace-time level. Many manufacturing plants closed during July for summer vacation periods, but full-scale production was again under way. Cancellation of export orders had interrupted production somewhat in the footwear industry. In the mining industry, the labour situation was critical; miners were leaving temporarily for outdoor summer work and, at the same time, many new producing mines were just opening up. Some five hundred Polish veterans were recently distributed to farms throughout the region. Skilled construction tradesmen were scarce even though high costs and material shortages held back many projects.

In the Ontario region, most industries were producing to the limit of available materials and labour, although vacation shutdowns during July temporarily slackened hiring activity. Demand for heavy workers far exceeded supply; at the same time the "weeding out" process continued in many industries, so that the available labour surplus tended to deteriorate in quality. The movement of workers from Nova Scotia had greatly aided heavy industry in particular. Food processing plants were very busy with seasonal crops, and a labour shortage appeared certain for the early fall. The farm labour shortage was intensified by greater needs as the result of rainy weather; 2,000 Western harvesters were required but only 1,000 men came. The pulpwood industry expected to absorb 1,400 displaced persons from camps in Europe, about half of whom had already arrived. Higher wages in the mining industry still could not attract sufficient workers.

In the Prairie region, employment was highly seasonal and thus was subject to considerable fluctuation. By the middle of Aug-

ust, employment was approaching its yearly peak, and already the scarcity of labour was becoming a problem in some areas. Light rainfall and extreme heat affected crop prospects in large areas of Saskatchewan and Alberta. A great demand for Eastern harvesters was still expected, however, since this year crop conditions indicated that men might be needed simultaneously in all three provinces instead of being transferred from one district to another as the harvest progressed. Requirements were, therefore, expected to be comparatively greater and the season much shorter than in a normal year. Certificated miners were required in all branches of the mining industry, but particularly in coal mining. Firms in the building materials industry were operating at capacity. Pulp and paper mills reported great activity. Construction projects were straining the supply of materials and skilled workers in some areas. Construction labourers in rural districts may delay building progress by leaving their jobs during the harvest period.

In the Pacific region, seasonal expansion in primary industries, which supported the bulk of the region's employment, was straining manpower resources. Most negotiations had been completed without work stoppages, and this had contributed greatly to the high level of general employment. The mining industry was seriously in need of workers; if several hundred hardrock miners could be obtained, they would create jobs for many hundreds of unskilled men. Training programs instituted by a few large operators were making some contribution to the skilled labour pool, but high turnover, to a degree, offset this effort. The farm labour situation was well under control. Current labour demand in the logging industry was heavy, since the likelihood of fire hazard had been lessened by weather conditions. The great industrial construction program continued to expand, absorbing more and more workers, but residential building had declined. Skilled carpenters and trowel tradesmen were in short supply.

Labour Force Survey, May 31, 1947

A GAIN of 256,000 in employment coupled with a decline of 51,000 in unemployment from March 1 brought the civilian labour force up to 4,912,000 by May 31, the last survey date. This is a net addition of some 206,000 from this year's March estimate and just 84,000 above the level at the same time last year. The annual seasonal peak is expected to be reached at about the beginning of October.

The total civilian non-institutional population stood at 8,930,000 in the last week of May—up 212,000 from last year's June 1 estimate.

These labour force survey estimates, released by the Dominion Bureau of Statistics, cover the week ending May 31, 1947, and describe the labour market status of the civilian non-institutional population. Table I below broadly classifies the employment

status of Canadians, 14 years of age and over, showing the short run fluctuations which occurred between the May 31 estimates and three and twelve months earlier.

Who Is Counted in the Labour Force

The survey interviewed over 50,000 households across Canada, which formed a scientifically designed 2 per cent sample of the civilian non-institutional population. The main aim was to break down the total population to show the volume of employment and unemployment. Classification of those interviewed is based on their activities during the specific survey week ending May 31.

The survey defines the employed as those who did any work in that week or who had a job from which they were temporarily absent because of vacation, illness, bad weather, labour disputes or layoff of less than 30 days.

The unemployed group includes those who were looking for work but who were not at work in the survey week.

The segment classed as not in the labour force includes students, those keeping house, and those who are retired or either too old or unable to work.

Employment

Total civilian employment stood at 4,821,000 at May 31—some 256,000 above the level at the same time last year. About 20 per cent or 1,060,000 of these were women.

Agricultural Employment.—The last week of May saw agricultural employment at the 1,163,000 mark—just 100,000 below last year's June estimate. The generally late spring and bad weather put a temporary brake on the full impact of seasonal forces on farm employment. The peak is reached annually in the late summer or early fall. Some 125,000 men and 107,000 women entered agricultural employ-

ment between the March and May survey dates.

Regionally, Ontario and the Prairies accounted for nearly 75 per cent of the total national gain in farm employment in the three months ending May 31.

Non-Agricultural Employment. — Broadly, the forces which pushed employment up to its high level in the first half of 1947 are the easing of the material supply situation, a serious limiting factor on non-agricultural employment, and the relative absence of labour unrest, with the exception of the localized Maritime coal strike in the early spring.

Further, foreign and domestic demand, with the exception of buyer resistance in certain consumer goods lines and in residential construction, is still strong enough to support high levels of production and employment.

The May 31 estimate of non-agricultural employment, 2,658,000, is just 7 per cent above the comparative period last year. All regions registered a gain from the March estimate except the Maritimes, where employment since the end of February is down 20,000 in industry other than agriculture. Ontario and British Columbia compensated for this loss with the most substantial regional gains—16,000 and 20,000 respectively, in the three months ending May 31. Advances were milder in other regions.

The construction industry registered the strongest gain in the three-month period with an employment advance of 67,000 and the peak yet to be reached. This is just 13,000 above last year's June estimate. Material bottlenecks and shortages of certain types of building tradesmen still restrain the unprecedented construction boom—which falls short of the substantial demand backlog for commercial, institutional and residential building.

Manufacturing employment added another 22,000 between March 1 and the end of May,

TABLE I—SUMMARY OF NATIONAL ESTIMATES

(Thousands of persons, 14 years of age and over)

(Source: Labour Force Survey, Dominion Bureau of Statistics)

Population Class	May 31, 1947		March 1, 1947		June 1, 1946	
	No.	%	No.	%	No.	%
Civilian Non-institutional Population.....	8,930	100.0	8,936	100.0	8,718	100.0
Civilian Labour Force.....	4,912	55.1	4,706	52.7	4,828	55.3
Employed.....	4,821	98.1	4,565	97.1	4,702	97.3
Unemployed.....	91	1.9	141	2.9	126	2.7
Not in the labour force.....	4,018	44.9	4,230	47.3	3,890	44.6

reaching 1,325,000—an all-time high, just 70,000 above the estimate one year ago.

The services industry at the last survey date was at the interim period preceding the sharp seasonal upturn. Employment in this industry stood at 823,000, the peak to date, with the year's high mark yet to come when the tourist season reaches its height in the summer.

Total non-agricultural employment stood at 3,618,000 at May 31, just 24,000 above March 1 and 220,000 above last year.

Unemployment

Only 1.9 per cent of the labour force was unemployed at May 31. A further decline of 50,000 from the March figure brought the national unemployment level down to 91,000 at May 31. This is the lowest point for this time of the year since 1944. The downturn was general to all regions except the Maritimes, which showed no change. Some 16,000 women were classed as unemployed—representing no change from the end of February. Total unemployment is 35,000 lower than one year ago.

The manufacturing and service industries registered the bulk of the unemployed—with 25,000 and 15,000 respectively. Transportation and communication were next with about 9,000 each, construction with 8,000 and the remaining 8,000 centred in mining, forestry, fishing and trapping. About 17,000 of the unemployed could not be industrially classified because they had never worked.

Not in the Labour Force

The non-labour force group, which amounted to some 4,018,000, dipped 212,000 from the March date. About 7 per cent of these were keeping house, and 16 per cent were in school. About 7 per cent were unemployable by reason of age or inability to work, leaving a small residue of 7,000.

One year ago the non-labour force group was down 128,000 from this year's estimate. Some 110,000 of these are women who dropped out of the labour force during the past 12 months to keep house. The student group shows an increase of 21,000 in the same period, thus showing a net annual increment to labour supply of about 3,000 workers.

Employment and Payrolls at the Beginning of July, 1947

SUBSTANTIAL increases in industrial employment were reported to the Dominion Bureau of Statistics at the beginning of July, when general improvement was indicated in all provinces, and in most industrial groups, manufacturing and non-manufacturing. The expansion was seasonal in character, but the percentage gain in Canada as a whole was slightly above the average for the time of year. The 17,760 co-operating employers in the eight major industrial groups had a staff of 1,946,032 men and women, a total which exceeded by 46,964 persons, or 2.5 per cent, the number they had employed at June 1; this advance was accompanied by that of 2.8 per cent in their disbursements in weekly salaries and wages. Based on the 1926 average as 100, the general index number of employment stood at 189.0, as compared with 184.5 in the preceding monthly survey, and 173.6 at July 1, 1946, when several important industrial disputes had been in effect. The figures at July 1 in immediately preceding years were as follows: 1945, 175.5; 1944, 183.5; 1943, 183.7, and 1942, 175.7. The latest index is the highest in the record for July. The indicated increase in employment as compared with the war years is due in the main to improvement in the non-manufacturing classes, while that

shown in comparison with the pre-war situation results from generally heightened activity in both manufacturing and non-manufacturing industries.

There were pronounced increases at July 1 as compared with a month earlier in manufacturing, notably in food processing, lumber, pulp and paper and iron and steel plants. Among the non-manufacturing divisions the movement was decidedly upward in mining, communications, transportation, construction and maintenance, hotels and restaurants, and in retail and wholesale trade. Only in logging was there a general though moderate decline; this was seasonal, although it was rather less than normal for July 1 in the experience of earlier years for which data are available. The expansion in the groups just mentioned was also seasonal in character. In some cases, the reported gains were above average for the time of year. In transportation and construction, however, the improvement was rather less than normal. In mining, the considerable increase largely resulted from the resumption of operations on a more usual scale following the settlement of the dispute in the coal fields of the Maritime Provinces which continued to affect the situation at June 1.

Payrolls.—As already stated, the pronounced advance in industrial employment at the first of July as compared with June 1 was accompanied by a relatively greater rise in the weekly salaries and wages¹ distributed by representative employers in the eight leading industries; their payrolls rose from \$68,375,865 in the last report, to \$70,317,314 at the date under review. The greater percentage increase in the payrolls than in the personnel was partly due to the payment of higher wage-rates in certain industries, but the settlement of the

Maritime coal strike was also a factor. The weekly average per employee was \$36.13, as compared with \$36 at the first of June; the per capita figures at July 1 in earlier years of the record were as follows: 1946, \$32.25; 1945, \$32.32; 1944, \$31.72; 1943, \$30.97; 1942, \$28.49, and 1941, \$25.49. Since the beginning of the monthly record of payrolls at June 1, 1941, there has been an increase of 43.1 per cent in the average weekly earnings of the workers employed by the reporting firms in the eight leading industries as a whole.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.

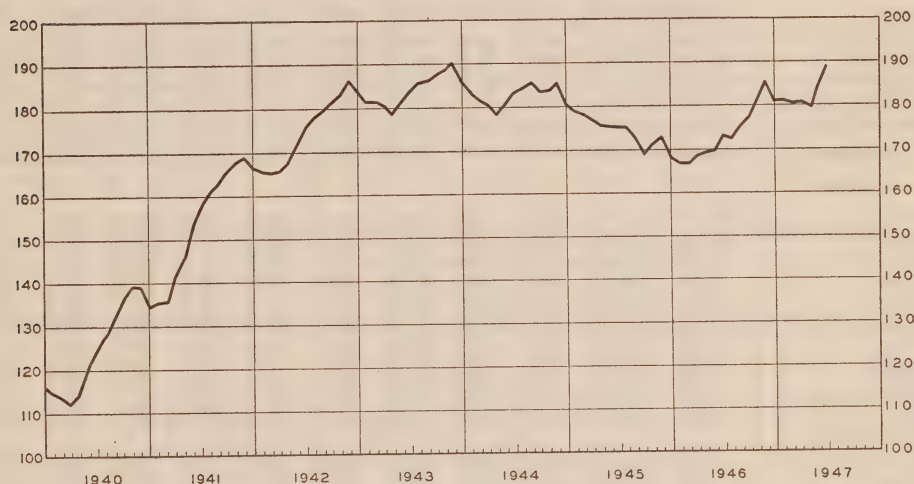


TABLE I.—INDEX NUMBERS OF EMPLOYMENT, PAYROLLS AND WEEKLY EARNINGS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS.

(The latest figures are subject to revision.)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Earnings	Index Numbers of			Average Weekly Earnings
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
			\$	\$			\$	\$
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
July 1, 1944.....	120.0	148.1	125.6	31.72	134.4	167.7	126.9	32.44
July 1, 1945.....	114.9	144.5	128.0	32.32	123.3	156.3	128.8	32.94
July 1, 1946.....	113.7	141.9	127.7	32.25	111.4	138.5	126.6	32.37
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
Apr. 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947.....	123.8	173.3	143.1	36.13	119.3	167.5	142.5	36.45

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed by the Reporting Establishments in Canada, and Aggregate and Average Weekly Salaries and Wages at July 1, 1947, together with Index Numbers of Employment and Payrolls, with Comparisons at June 1, 1947, July 1, 1946, and July 1, 1945.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at July 1, 1947	Aggregate Weekly Payrolls at July 1, 1947	Average Weekly Earnings at			Index Numbers Based on June 1, 1941 as 100 p.c.					
						Employment			Aggregate Weekly Payrolls		
			July 1, 1947	July 1, 1947	July 1, 1946	July 1, 1947	June 1, 1947	July 1, 1946	July 1, 1947	June 1, 1947	July 1, 1946
(a) PROVINCES		\$	\$	\$	\$						
Maritime Provinces.....	138,983	4,612,398	33-19	31-61	30-39	117-6	108-8	115-5	178-1	157-1	160-2
Prince Edward Island.....	3,138	91,986	29-31	29-23	27-63	140-9	130-1	127-0	189-1	174-1	160-2
Nova Scotia.....	79,242	2,644,296	33-37	30-76	30-76	111-2	98-4	109-6	164-2	133-8	149-1
New Brunswick.....	56,603	1,876,116	33-15	32-81	30-00	127-0	124-7	124-7	201-8	196-1	179-4
Quebec.....	571,439	19,623,063	34-34	34-70	30-91	120-9	118-8	111-5	173-0	171-9	143-7
Ontario.....	816,970	30,334,893	37-13	36-88	32-71	121-1	118-9	111-3	165-9	161-7	134-1
Prairie Provinces.....	231,390	8,441,177	36-48	36-36	32-84	130-6	126-2	123-3	180-0	173-4	153-0
Manitoba.....	104,025	3,793,438	36-47	36-19	32-83	126-1	122-2	119-0	173-3	166-7	147-1
Saskatchewan.....	45,785	1,610,302	35-17	35-46	31-73	127-0	123-8	120-3	172-3	169-3	147-0
Alberta.....	81,580	3,037,437	37-23	37-08	33-49	139-0	133-2	131-1	194-0	185-1	164-7
British Columbia.....	187,250	7,305,783	39-02	38-85	35-46	145-7	142-6	120-2	199-6	194-5	150-1
CANADA.....	1,946,032	70,317,314	36-13	36-00	32-25	123-8	120-8	113-7	173-3	168-5	141-9
(b) CITIES											
Montreal.....	282,915	9,816,589	34-70	35-01	31-22	127-2	126-8	120-4	171-9	172-8	146-6
Quebec City.....	28,018	851,065	30-40	31-05	27-05	114-0	109-2	102-3	164-8	161-1	131-7
Toronto.....	258,018	9,540,715	36-98	36-69	32-93	125-4	123-3	115-4	175-9	171-7	141-3
Ottawa.....	24,547	780,448	31-79	31-60	28-63	122-1	119-8	114-9	168-3	164-1	142-4
Hamilton.....	62,340	2,299,932	36-89	37-14	32-35	116-2	114-5	108-6	156-2	154-9	128-1
Windsor.....	38,216	1,649,601	43-17	42-79	37-16	119-1	118-5	104-9	137-0	135-3	103-3
Winnipeg.....	66,302	2,227,014	33-59	33-27	30-52	127-5	125-4	122-7	168-2	163-8	147-1
Vancouver.....	83,762	3,023,368	36-15	36-23	33-16	158-4	156-7	135-2	215-9	214-1	169-6
Halifax.....	20,509	678,762	33-00	31-63	29-66	114-0	116-4	126-6	166-0	162-4	164-3
Saint John.....	13,456	424,121	31-52	31-67	29-31	126-6	122-8	118-7	184-4	179-7	160-9
Sherbrooke.....	10,058	287,834	28-62	30-50	24-46	111-4	112-1	108-0	153-3	164-4	127-0
Three Rivers.....	11,376	398,807	35-06	36-09	30-57	137-5	134-0	114-9	186-5	187-1	135-9
Kitchener-Waterloo.....	19,866	702,735	35-37	35-32	30-60	132-2	129-8	123-3	205-8	202-0	165-2
London.....	25,783	890,922	34-55	34-30	30-63	144-2	140-4	130-4	195-1	188-6	157-9
Port William-Port Arthur.....	12,019	477,644	39-74	38-38	35-07	83-8	80-9	72-7	124-9	116-6	95-3
Regina.....	11,578	370,993	32-04	31-41	29-29	126-8	125-4	113-4	175-9	170-5	144-8
Saskatoon.....	7,688	247,265	32-16	31-97	28-22	152-8	151-2	149-5	221-3	217-8	191-4
Calgary.....	20,817	717,894	34-49	34-38	31-99	131-2	128-1	123-0	179-3	174-6	150-4
Edmonton.....	20,455	682,739	33-38	32-88	30-52	147-8	144-1	140-4	202-8	194-8	175-7
Victoria.....	13,537	488,055	36-05	36-28	32-45	155-8	155-2	147-5	224-0	224-6	190-9
(c) INDUSTRIES											
Manufacturing.....	1,054,283	38,427,344	36-45	36-64	32-37	119-3	117-6	111-4	167-5	165-9	138-5
Durable Goods.....	491,328	19,009,661	38-69	38-91	34-39	116-0	114-7	107-3	159-3	158-3	131-2
Non-Durable Goods.....	536,347	18,319,163	34-16	34-32	30-23	122-1	120-2	114-9	176-8	174-8	146-5
Electric Light and Power.....	26,608	1,098,520	41-29	41-33	38-75	130-7	125-4	122-8	170-4	163-6	146-6
Logging.....	72,068	2,567,696	35-63	33-88	29-51	149-5	151-5	124-4	267-1	257-3	184-7
Mining.....	78,762	3,409,791	43-29	41-17	39-41	94-8	88-9	90-0	128-1	114-8	112-3
Communications.....	45,885	1,576,057	34-35	34-41	32-40	174-8	170-5	150-6	220-4	215-3	179-2
Transportation.....	181,513	7,984,147	43-99	43-37	39-04	142-9	141-6	129-9	191-8	187-6	154-9
Construction and Maintenance.....	211,994	7,334,062	34-60	34-45	31-22	117-8	107-6	101-9	177-1	161-1	138-7
Services.....	65,389	1,525,967	23-34	23-22	20-95	145-5	138-4	135-5	209-5	198-4	176-6
Trade.....	236,138	7,492,250	31-73	31-50	28-72	131-0	128-6	121-9	176-1	171-9	148-9
Eight Leading Industries.....	1,946,032	70,317,314	36-13	36-00	32-25	123-8	120-8	113-7	173-3	168-5	141-9
Finance.....	80,343	3,013,568	37-51	37-51	34-66	132-3	132-0	124-2	171-8	171-4	149-3
Total—Nine Leading Industries.....	2,026,375	73,330,882	36-19	36-07	32-35	124-1	121-3	114-1	173-3	168-7	142-2

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments, and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

² Mainly hotels and restaurants, and laundries and dry-cleaning plants.

When the figures of employment and payrolls in financial institutions are included, the survey shows that the total persons on the staffs of the reporting establishments in the nine leading industries at July 1 numbered 2,026,375, as compared with 1,979,201 at the first of June. The indicated weekly salaries and wages increased from \$71,381,916 at that date, to \$73,330,882 at the beginning of July. The per capita earnings in the nine industries stood at \$36.19, as compared with \$36.07 at June 1, and \$32.35 at July 1, 1946.

The index numbers of payrolls are based on the weekly salaries and wages disbursed by the co-operating firms at June 1, 1941, as 100; to facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original bases, 1926=100, to June 1, 1941, as 100. The accompanying Table I shows that in the period for which information on payrolls is available, the number of persons on the staffs of leading establishments in the eight main industrial groups has increased by 23.8 per cent, and the aggregate weekly earnings by 73.3 per cent. Including finance, the increase in employment from June 1, 1941, to July 1,

1947, amounted to 24.1 per cent, while the gain in the salaries and wages in this comparison was also 73.3 per cent. In previous monthly bulletins, the following factors have been cited as largely responsible for the much greater rise in the payrolls than in employment: (1) the payment of higher wage-rates in very large numbers of industries and establishments, in addition to the general increase resulting from the mandatory payment of cost-of-living allowances to the majority of workers; the rates at which these bonuses were paid were increased on more than one occasion before they were absorbed in the basic wage-rates as from February 15, 1944; (2) the progressive up-grading of employees as they gained experience in their work; and (3) reductions in the numbers and proportions of women workers.

The gain in employment in manufacturing during the period for which data on current earnings are available amounted to 19.3 per cent, that in the indicated salaries and wages to 67.5 per cent, while the weekly average earnings have advanced by 42.5 per cent. The increase in recorded employment in the non-

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1931.....	103.8	109.4	.....	.....	.....	103.2	102.7	108.9	.....	.....	.....	97.9
July 1, 1932.....	88.7	96.4	.....	.....	.....	86.6	89.2	90.5	.....	.....	.....	83.7
July 1, 1933.....	84.5	89.9	.....	.....	.....	83.0	85.0	85.0	.....	.....	.....	81.8
July 1, 1934.....	101.0	100.4	.....	.....	.....	94.1	109.9	94.1	.....	.....	.....	94.1
July 1, 1935.....	99.5	106.7	.....	.....	.....	94.8	102.7	96.3	.....	.....	.....	99.5
July 1, 1936.....	104.6	111.7	.....	.....	.....	101.6	106.2	101.9	.....	.....	.....	104.8
July 1, 1937.....	119.1	135.8	79.7	138.3	136.1	118.0	122.2	104.0	100.3	110.2	105.7	117.1
July 1, 1938.....	113.5	116.7	104.6	126.6	105.4	119.9	114.0	99.8	96.5	102.9	102.9	108.0
July 1, 1939.....	115.8	115.9	108.7	129.9	99.3	124.0	114.7	104.0	98.5	107.5	110.0	111.0
July 1, 1940.....	124.7	124.0	102.2	135.3	111.5	126.6	129.6	112.4	106.8	117.5	117.6	114.8
July 1, 1941.....	157.4	163.9	108.5	183.2	143.3	161.8	165.3	132.5	128.9	133.7	137.3	139.2
July 1, 1942.....	175.7	177.2	117.0	199.7	153.0	187.1	181.1	139.4	135.3	131.6	150.9	167.9
July 1, 1943.....	183.7	184.7	112.4	203.1	165.8	198.6	184.9	141.6	138.3	135.6	150.8	191.9
July 1, 1944.....	183.5	187.8	136.7	205.5	168.5	195.3	185.1	148.4	144.0	143.2	158.5	187.5
July 1, 1945.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
July 1, 1946.....	173.6	176.0	136.0	184.1	168.2	175.4	179.6	158.2	148.4	153.3	176.3	162.2
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
July 1, 1947.....	189.0	179.2	150.9	186.7	171.3	190.1	195.4	167.6	157.3	161.8	186.9	196.5
Relative Weight of Employment by Provinces and Economic Areas as at July 1, 1947..	100.0	7.2	0.1	4.1	2.9	29.4	42.0	11.9	5.3	2.4	4.2	9.6

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

(The latest figures are subject to revision.)

Industries	Relative Weight	July 1, 1947	June 1, 1947	July 1, 1946	July 1, 1945	July 1, 1944	July 1, 1943	July 1, 1942
Manufacturing	54.2	200.5	197.6	187.2	207.2	225.8	226.5	209.5
Animal products—edible.....	2.5	236.7	229.4	240.9	224.5	235.3	194.4	179.9
Fur and products.....	0.2	155.7	160.6	154.2	143.1	126.8	127.3	125.2
Leather and products.....	1.7	154.9	156.9	154.7	139.6	137.6	140.5	136.9
Boots and shoes.....	1.0	142.1	144.2	142.6	129.2	126.3	126.6	127.1
Lumber and products.....	4.2	150.0	142.7	131.2	129.8	128.0	122.6	125.3
Rough and dressed lumber.....	2.5	133.8	123.6	109.8	110.6	107.4	103.9	116.1
Furniture.....	0.8	158.0	162.7	149.2	128.8	129.8	106.2	112.9
Other lumber products.....	0.9	207.7	199.1	194.9	203.5	203.4	208.2	171.3
Musical instruments.....	0.1	39.2	41.8	37.9	28.0	30.1	52.1	40.5
Plant products—edible.....	3.2	185.7	172.6	186.2	159.8	163.1	147.3	145.7
Pulp and paper products.....	5.8	173.0	173.8	163.5	145.2	137.2	132.2	134.5
Pulp and paper.....	2.6	165.4	159.5	149.7	132.8	125.2	122.3	127.7
Paper products.....	1.1	263.9	264.1	242.0	218.9	208.6	196.7	188.9
Printing and publishing.....	2.1	165.2	162.6	155.4	137.0	128.9	123.0	124.8
Rubber products.....	1.3	195.2	197.5	162.4	181.0	164.2	126.3	127.0
Textile products.....	7.7	171.2	171.8	158.2	157.4	156.5	158.7	166.3
Thread, yarn and cloth.....	2.8	176.7	177.1	152.8	157.8	156.6	159.9	176.6
Cotton yarn and cloth.....	1.1	108.6	109.4	82.0	107.4	110.7	117.0	128.4
Woolen yarn and cloth.....	0.8	200.4	198.4	187.3	170.6	167.5	173.3	203.0
Artificial silk and silk goods.....	0.7	768.5	770.7	711.0	615.3	591.1	554.0	533.3
Hosiery and knit goods.....	1.3	163.7	162.8	154.3	146.6	146.6	143.6	139.0
Garments and personal furnishings.....	2.8	172.6	174.0	161.1	159.6	157.8	162.2	169.6
Other textile products.....	0.8	161.1	167.7	172.6	166.3	167.4	167.9	169.2
Tobacco.....	0.5	120.9	119.3	117.9	122.0	123.6	126.7	123.6
Beverages.....	0.9	323.0	308.2	299.9	265.7	246.7	218.1	238.8
Chemicals and allied products.....	2.2	335.0	335.0	324.4	472.5	604.8	654.5	670.5
Clay, glass and stone products.....	1.0	189.8	188.6	172.9	141.7	139.0	132.6	135.2
Electric light and power.....	1.4	195.9	187.9	184.1	154.2	145.7	143.9	149.8
Electrical apparatus.....	2.6	348.4	345.8	295.7	291.3	332.1	302.7	252.7
Iron and steel products.....	14.9	214.6	213.9	205.6	282.1	331.6	342.1	290.3
Crude, rolled and forged products.....	1.9	271.0	267.7	255.9	243.4	252.7	265.5	250.6
Machinery (other than vehicles).....	1.6	256.9	255.2	233.7	216.4	223.0	244.3	254.9
Agricultural implements.....	0.8	193.6	187.1	165.3	144.7	126.9	135.6	139.0
Land vehicles and aircraft.....	5.6	174.5	174.5	167.3	244.1	303.0	285.7	240.3
Automobiles and parts.....	2.3	297.0	294.4	241.1	277.4	292.9	306.2	288.4
Steel shipbuilding and repairing.....	1.2	489.7	494.5	609.7	1,252.8	1,508.7	1,570.6	1,074.2
Heating appliances.....	0.3	192.3	191.7	194.1	189.2	167.2	170.3	155.2
Iron and steel fabrication (n.e.s.).....	0.6	210.0	205.7	182.1	259.6	291.1	316.8	294.9
Foundry and machine shop products.....	0.4	222.0	223.4	211.0	228.8	232.9	259.6	290.3
Other iron and steel products.....	2.5	222.7	223.3	222.7	307.2	377.9	439.8	392.5
Non-ferrous metal products.....	2.4	326.6	325.1	293.2	346.8	445.9	502.6	406.1
Non-metallic mineral products.....	0.8	222.2	216.8	226.6	223.5	220.6	212.2	199.7
Miscellaneous.....	0.8	280.7	284.4	293.4	339.2	376.3	376.1	350.6
Logging	3.7	236.7	239.8	197.0	184.6	175.4	148.2	169.8
Mining	4.0	167.2	157.6	159.5	146.5	153.1	156.5	174.1
Coal.....	1.2	86.4	74.8	93.9	91.6	95.9	88.8	93.4
Metallic ores.....	2.0	305.2	305.5	278.3	246.9	269.9	302.0	358.1
Non-metallic minerals (except coal).....	0.8	234.8	215.4	201.0	179.8	165.4	162.9	162.3
Communications	2.3	169.9	165.7	146.4	118.7	110.0	104.8	105.7
Telegraphs.....	0.4	140.7	136.5	139.5	130.8	131.3	133.2	123.9
Telephones.....	1.9	176.5	172.3	147.6	115.1	104.2	97.0	100.7
Transportation	9.4	141.2	139.9	128.3	126.3	124.4	117.2	108.1
Street railways, cartage and storage.....	3.1	227.6	225.6	200.9	192.7	186.8	168.2	155.8
Steam railway, operation.....	4.7	114.0	113.0	107.2	107.7	106.7	103.2	95.6
Shipping and stevedoring.....	1.6	136.2	135.3	108.0	117.8	119.2	111.3	101.0
Construction and Maintenance	10.9	163.8	149.6	141.7	112.6	110.8	133.6	137.7
Building.....	4.6	196.1	186.2	154.5	95.5	90.7	159.5	148.0
Highway.....	4.3	207.6	179.1	180.6	146.6	151.3	149.9	165.6
Railway.....	2.0	88.4	83.0	92.3	96.0	93.9	92.3	101.6
Services (as indicated below)	3.4	250.5	238.4	233.3	208.9	207.7	193.0	184.8
Hotels and restaurants.....	2.3	256.6	240.0	234.5	210.3	206.6	187.3	178.8
Personal (chiefly laundries).....	1.1	238.8	235.3	231.0	206.3	209.6	202.7	195.2
Trade	12.1	205.4	201.6	191.1	172.0	161.2	151.4	152.8
Retail.....	8.6	211.2	207.4	197.5	177.8	167.5	158.3	159.7
Wholesale.....	3.5	192.2	188.4	175.9	157.8	145.3	133.8	134.5
Eight Leading Industries	100.0	189.0	184.5	173.6	175.5	183.5	183.7	175.7
Finance	153.6	153.2	144.2	129.6	125.7	122.6	122.4	122.4
Banks and trust companies.....	154.4	154.3	144.3	133.2	130.0	126.8	126.0	126.0
Brokerage and stock markets.....	208.6	207.4	253.8	190.9	139.8	115.0	107.3	107.3
Insurance.....	148.3	147.6	137.6	121.3	119.1	117.4	118.4	118.4
Nine Leading Industries	187.3	183.0	172.2	173.3	180.7	180.7	173.1	173.1

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

manufacturing industries taken as a whole in the same period was 29.6 per cent, and that in the weekly payrolls, 80.9 per cent.

With regard to the marked variations in the average earnings of workers in the different industrial classes it must be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

The Sex Distribution of the Persons in Recorded Employment

The 1,946,032 employees of the establishments co-operating at July 1 in the eight leading industries were made up of 1,535,816 men and 410,216 women, the proportions being 789 of the former sex and 211 of the latter in each 1,000 workers in recorded employment. The number of men showed an advance of 40,207, or 2.7 per cent, as compared with June 1, while the gain among women was 6,757, or 1.7 per cent. The ratios at June 1 were 788 men and 212 women per 1,000

employees, and those at July 1, 1946, 779 men and 221 women per 1,000 persons on the staffs of the reporting employers.

Firms in the nine major industrial groups showed a gain of 47,174 persons in the month, the additions being made up of 40,239 men and 6,935 women. The percentage advance among the former sex amounted to 2.6 per cent, and that among the latter, to 1.6 per cent. The ratio of women per 1,000 persons of both sexes in recorded employment in this group of industries was 221, the smallest in the record; at June 1, 1947, the proportion was 222, while that at July 1, 1946, was 231. The proportion of women in recorded employment had reached its highest point at October 1, 1944, when such workers constituted 261 per 1,000 persons reported in the eight leading industries, and 271 per 1,000 in the nine main industrial divisions.

There were increases at July 1 as compared with June 1 in the number of men reported in all the major industrial groups except logging, there being especially large gains in manufacturing and construction. Improvement in the situation for women was also indicated in manufacturing and in mining, communications, transportation, construction, hotels and restaurants, trade and finance.

As compared with July 1, 1946, there was an advance of over 10 per cent, in the number of males on the staffs of the reporting establishments, accompanied by that of four per cent, in their women employees.

Operations of the National Employment Service

BY July, the placement problem was to find the worker for the job rather than the job for the worker. Fewer persons were registering for employment than at any time in the post-war period. At the beginning of June less than 2 per cent of the labour force was unemployed. Thus, activity during June and July was concentrated largely on the selective placement of school graduates entering the labour market for the first time, and the directing of physically handicapped labour to employment where they would be most productive. Available labour supply fell by 16,000 during July and 13,000 in August to reach less than 86,000 at August 28.

The prospects of obtaining sufficient labour for peak fall activity were slim. Predicted harvesting needs in the Prairies were large, despite below-average crop prospects. Food processing plants were planning an extensive program which would probably gain momentum by October. The late spring was expected to prolong the agricultural season, which, in turn, would affect fall employment in the woods. The shift to large-scale industrial construction tended to lengthen the construction season.

Employment offices would not only have to face rising industrial needs but also a labour force sharply depleted by the withdrawal of thousands of university and high school students.

Agriculture

The seasonal movements of farm labour, under the direction of National Employment Service, were proceeding as scheduled. The transfer of Prairie workers to British Col-

umbia berry fields had concluded with some 850 workers moved under the excursion. Recruitment of Western farmers for Ontario amounted to less than 1,000 workers, con-

sequently additional help was brought in from Quebec. Two excursions were charted to begin during August—the trek of Eastern help to the Prairie harvest and of the tobacco hands from the southern United States to Ontario. At September 3, the latest available date, the Prairie excursion had reached the 1,400 mark while the tobacco movement was expected to near 1,500.

Expectations of below-average yields in the Prairie provinces did not weaken labour demand greatly. The most serious drought areas were largely equipped with combine

machinery where there would normally be relatively little demand for help. Also the likelihood of simultaneous ripening of crops within the three Prairie provinces would prevent the usual inter-provincial exchanges of help, so that calls for outside help would be greater than usual.

Reporting of vacancies gained momentum, jumping from 1,022 per week in June to 1,442 during July. Accordingly, placements rose, and totalled 997 per week during the period. Approximately one-quarter of these were filled through transference of help.

Non-Agricultural Industry

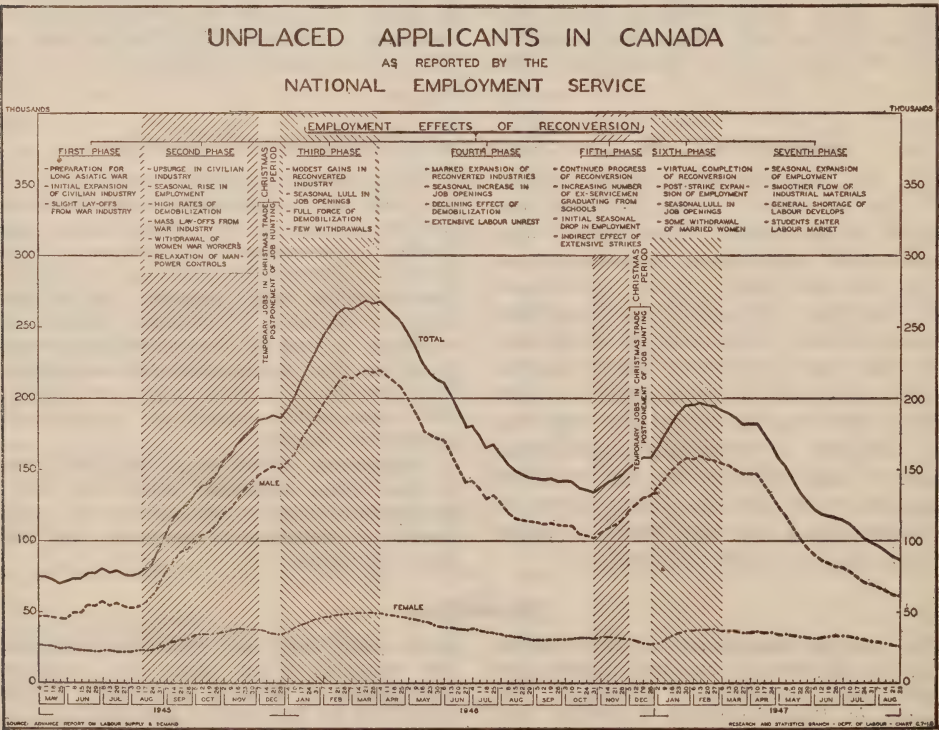
Vacancies Notified

The usual summer lull in employment expansion occurred during July with vacancies notified levelling off at the June total. Spring expansion activity had absorbed the winter unemployed by about the beginning of June and by early July available labour had narrowed down to “first jobbers”, students, the physically unfit, and persons shifting from job to job.

During July, demand receded in all main industry groups with the exception of logging

and manufacturing. In logging, summer replacement needs and advance orders for the winter season upped labour requirements. In manufacturing, the monthly upswing was caused by the heavy canning season, and renewed activity in the secondary textile mills.

Average weekly vacancies numbered 30,414 during July leaving 86,809 unfilled at the end of the month. Slightly more than one-third of the vacancies remaining on file were for women.



Logging.—Logging drives in most regions had been completed by the end of July. Employment in summer improvement and camp construction work was relatively low due to the fly season, warm weather, and heavy labour turnover. Winter demands will be eased by the arrival of immigrants from the Displaced Persons camp, of whom 1,400 were already scheduled to take up work in the Ontario logging camps.

Logging requirements rose by 72 per cent during July to average 2,900 per week over the period. At the end of the month 12,283 remained on file.

Mining.—Demand for mining labour was reaching serious proportions. In Quebec, particularly, the exit of workers to farms, construction, and woods work was causing great concern as replacements were almost unobtainable. Limited housing accommodation confronted expansion throughout the Dominion although completion of company housing projects in a few areas had improved the situation. The most urgent requirements were for experienced miners and several mining companies had begun training courses to relieve the shortage. Demand was concentrated mainly in the gold mining industry with abundant openings available for both underground and surface workers. The strict physical requirements in this industry, however, greatly limited referral activity.

Production had been resumed in the Maritime coal mines on a reduced scale, consequently labour requirements were small. In the Prairie and Pacific regions demand was growing, and plans were under way to transfer miners from the Cape Breton and New Glasgow areas.

Despite the fact that fewer vacancies were reported in July, labour requirements steadily

accumulated. Vacancies in the mining industry averaged 873 per week during July, to leave 3,518 on file at the month end.

Manufacturing.—Labour requirements in manufacturing moved upwards slightly during July due to seasonal activity in food processing plants and textile mills. Holiday shut-downs, coupled with continued material shortages, slackened industrial demand elsewhere.

Foundry help continued to be scarce despite the growth of training schemes designed to encourage beginners into the trade. The abundance of alternative opportunities, the extremely hot working conditions, and the physical endurance needed made recruiting difficult.

Secondary textile mills were active on production of the fall line of clothing. Permanent as well as seasonal labour was required and some plants were undergoing decentralization so that all available sources of labour might be tapped.

Food canneries were preparing for an exceptionally active season. Berry crops, particularly strawberries, were well above average and a fairly heavy fruit crop was expected. Labour scarcities were beginning to appear but the full force of demand would not be felt until September when the industry would have to face, not only the withdrawal of student labour, but also increased seasonal activity. Full crews for fish canning plants in British Columbia were assembling with no serious manpower shortages having yet arisen.

The manufacturing industry reported 9,072 vacancies per week in July, representing a 7 per cent gain during the month. At July 31, there were 27,232 vacancies remaining on file.

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: FORM UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
September, 1944.....	125,616	62,447	188,063	31,368	27,796	59,164
September, 1945.....	114,670	44,886	159,556	71,170	25,157	96,327
September, 1946.....	70,870	46,366	117,236	113,959	30,886	144,845
October.....	95,814	45,820	141,634	111,219	31,040	142,259
November.....	91,662	41,156	132,818	102,070	31,593	134,269
December.....	68,818	38,707	107,525	110,465	29,003	139,468
January, 1947.....	54,742	34,987	89,729	135,956	28,221	164,177
February.....	39,908	32,793	72,701	155,965	37,140	193,105
March.....	36,301	34,995	71,296	156,820	37,994	194,814
April.....	43,010	38,725	81,735	145,906	35,448	181,354
May.....	53,484	38,706	92,190	122,771	34,192	156,963
June.....	62,770	39,870	102,640	94,170	32,311	126,481
July.....	59,921	35,263	95,184	80,985	33,514	114,499
August.....	58,902	31,132	90,034	69,387	29,515	98,902
September(1).....	70,233	40,230	110,468	60,094	25,863	85,957

(1) Latest figures subject to revision.

Construction.—By the end of July, there were two jobs for every one applicant in the construction trades; in the Maritime region only, applicants exceeded vacancies. The greatest discrepancy between demand and supply was in the carpentry and bricklaying trades although cement and concrete finish workers were in short supply. Material shortages, especially electrical appliances, plumbing, cement and high-grade lumber, were also holding up construction work.

Construction work was swinging into industrial and institutional projects as activity withdrew from the residential field due to rising building costs. The larger industrial projects were expected to offer a longer season of activity which should reduce the winter unemployment problem.

Road construction was active in all parts of the country despite material and labour shortages. Asphalt and other road oils were in

TABLE II.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT AUGUST 1, 1947

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from July, 1947	
				Absolute	Percentage
AGRICULTURE, FISHING.....	2,797	425	3,222	+ 8	+ 0.2
LOGGING					
Pulpwood.....	10,393	7	10,400	+2,355	+29.3
Lumber.....	1,716	9	1,725	+ 461	+36.5
Other logging.....	156	2	158	+ 60	+61.2
Total.....	12,265	18	12,283	+2,876	+30.6
MINING					
Coal.....	487	1	488	+ 21	+ 4.5
Metallic ores					
Iron.....	54	.....	54	+ 20	+58.8
Gold.....	1,503	7	1,510	+ 253	+20.1
Nickel.....	585	.....	585	+ 9	+ 1.6
Copper.....	212	2	214	+ 14	+ 7.0
Other metallic ores.....	158	1	159	+ 14	+ 9.7
Non-metallic minerals.....	446	6	452	+ 62	+15.9
Prospecting and oil producing.....	52	4	56	- 83	-59.7
Total.....	3,497	21	3,518	+ 310	+ 9.7
MANUFACTURING					
Food and kindred products.....	2,159	1,493	3,652	-1,030	-22.0
Textiles, apparel, etc.....	1,843	7,178	9,021	+ 11	+ 0.1
Lumber and finished lumber products.....	2,289	267	2,556	- 524	-17.0
Pulp and paper products and printing.....	1,130	884	2,014	- 334	-14.2
Chemicals and allied products.....	448	228	676	- 356	-34.5
Products of petroleum and coal.....	148	28	176	+ 48	+37.5
Rubber products.....	237	314	551	- 38	- 6.5
Leather and products.....	301	657	958	- 147	-13.3
Stone, clay and glass products.....	602	90	692	+ 16	+ 2.4
Iron and steel and products.....	1,573	240	1,813	+ 104	+ 6.1
Non-ferrous metals.....	1,417	131	1,548	+ 485	+45.6
Machinery.....	1,097	495	1,592	- 267	-14.4
Transportation equipment.....	1,302	45	1,347	+ 92	+ 7.3
Miscellaneous.....	290	346	636	- 205	-24.4
Total.....	14,836	12,396	27,232	-2,145	- 7.3
CONSTRUCTION.....	11,246	95	11,341	+ 76	+ 0.7
TRANSPORTATION.....	2,568	121	2,689	- 483	-15.2
COMMUNICATIONS AND OTHER PUBLIC UTILITIES.....	723	310	1,033	- 280	-21.3
TRADE					
Wholesale.....	1,624	773	2,397	- 385	-13.8
Retail.....	2,430	3,407	5,837	- 734	-11.2
Total.....	4,054	4,180	8,234	-1,119	-12.0
FINANCE, INSURANCE, REAL ESTATE.....	1,019	1,041	2,060	- 250	-10.8
SERVICE					
Public.....	1,597	700	2,297	- 233	- 9.2
Domestic.....	162	2,751	2,943	- 637	-17.8
Personal.....	1,669	6,280	7,949	-1,945	-19.7
Custom and repair.....	1,427	173	1,600	- 226	-12.4
Other service.....	1,029	2,601	3,630	-1,078	-22.9
Total.....	5,884	12,535	18,419	-4,119	-18.3
All Industries.....	58,889	31,142	90,031	-5,126	- 5.4

short supply. The most pressing labour needs were for machine operators and heavy truckers.

Railway construction also was held back by manpower scarcities. Low wages and in-different housing facilities discouraged recruitment of help.

Vacancies reported in the construction industry maintained a constant level during June and July. At July 31 unfilled vacancies numbered 10,969 (5,660 skilled and 5,309 unskilled) while unplaced applicants totalled 5,337 (2,769 skilled and 2,568 unskilled).

Trade.—Restraint in consumer spending has continued throughout the spring and summer season despite the additional business provided by the tourist traffic. Resistance to higher prices, inferior stock on hand and the down-trend in real wages (earnings adjusted according to changes in cost of living) were largely responsible for the slack in buying. To increase trade, retailers had resorted to a larger and more diversified quantity of summer sales.

Replacement needs for the holiday season and additional staff requirements during the summer sales provided temporary employment for many students. Opportunities were also open for employment on a permanent basis but qualifications were strict.

Vacancies during July receded slightly to average 3,380 per week. At the end of the month 8,234 remained on file.

Service.—The almost uninterrupted demand for women in industry and offices since 1941 had placed a constant drain on female employment in the service industries. In June, 1941, women in the service industry totalled 461,000 or 57 per cent of the total female employment; in June, 1947, the corresponding figures were 356,000 or 34 per cent. Male service employment, however, presented a different picture. The unskilled, the physically handicapped, and the older man were seeking service work since it offered steady, secure, and relatively light work suitable to their capabilities. The result had been that demand in the service industry had weighed heavily for women while registration of workers was concentrated among men. At the end of July there were three jobs to offer every female service worker while only one job existed for every three men registered.

Orders for women in domestic work were increasing in anticipation of the immigration of displaced persons scheduled to begin in September.

Dry cleaning establishments and laundries were particularly hard-pressed for labour dur-

TABLE III.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT AUGUST 1, 1947

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,422	606	2,022	3,508	715	4,223
Clerical Workers.....	1,380	4,318	5,698	6,148	10,462	16,610
Sales Workers.....	2,360	1,809	4,169	2,980	4,618	7,598
Personal and Domestic Service Workers.....	2,110	10,677	12,787	7,417	4,195	11,612
Seamen.....	203	5	208	830	9	839
Agriculture and Fishing.....	2,889	163	3,052	1,039	87	1,126
Skilled and Semiskilled Workers.....	28,030	6,447	34,477	20,785	4,031	24,816
Food and kindred products.....	319	105	424	399	322	721
Textiles, clothing, etc.....	1,004	5,056	6,060	355	1,727	2,082
Lumber and wood products.....	11,047	16	11,063	752	37	789
Pulp, paper and printing.....	238	143	381	222	136	358
Leather and products.....	128	291	419	550	274	824
Stone, clay and glass products.....	62	4	66	46	26	72
Metalworking.....	2,323	46	2,369	3,373	249	3,622
Electrical.....	275	48	323	484	86	570
Transportation equipment, n.e.c.....	32	.....	32	1,358	233	1,591
Mining.....	1,296	.....	1,296	501	.....	501
Construction.....	5,309	2	5,311	2,568	2	2,570
Transportation (except seamen).....	1,972	2	1,974	3,985	33	4,018
Communication and public utility.....	157	1	158	109	3	112
Trade and service.....	487	522	1,009	511	296	807
Other skilled and semiskilled.....	2,784	129	2,913	3,459	501	3,960
Foremen.....	175	16	191	379	57	436
Apprentices.....	422	66	488	1,744	49	1,793
Unskilled Workers.....	20,468	7,200	27,668	26,597	5,460	32,057
Food and tobacco.....	1,281	1,202	2,483	430	766	1,196
Lumber and lumber products.....	1,407	72	1,479	640	142	782
Metalworking.....	1,776	315	2,091	711	121	832
Construction.....	5,660	.....	5,660	2,769	.....	2,769
Other unskilled workers.....	10,344	5,611	15,955	22,647	4,431	26,478
Total.....	58,862	31,219	90,081	69,314	29,577	98,891

ing July due to increased labour turnover. The hot, humid working conditions during the summer together with the abundance of alternative jobs available resulted in a noticeable exit of workers from the industry.

Vacancies in the service industry (other than public and professional) averaged 5,476 per week during July to leave 16,122 on file at the end of the month.

Applicants Registering

The day-by-day registrations for work had consistently fallen off since the beginning of the year, with the exception of the June period when the influx of first jobbers caused a slight increase. The lowest recorded registration took place in July when 28,518 persons reported each week as against 29,921 and 35,802 one month and one year before respectively.

In general, it reflected a full and relatively stable employment situation in contrast to the unsettled labour conditions existing one year ago. During July, 1947, there were 3,112 workers involved in strikes or lockouts with a time loss of 24,355 man-days. In July, 1946, there were 50,429 workers involved resulting in a time loss of 915,911 days. Also completion of physical reconversion, improved material supply lines, and the general uptrend in wages tended to steady labour market operations during 1947.

The highly competitive labour market was beginning to noticeably increase labour turnover. However, most of the shifting between jobs was carried on under pre-arranged agreements with employers rather than through the Employment Service.

By the end of July, available labour had been carefully screened and sifted to meet the jobs on hand. Applicants in the "more employable" age (20-44 years) had been reduced from 60 per cent of the unplaced at the end of April to 53 per cent at July 31. Conversely, the more difficult to place applicants (aged 65 and over) jumped from 8 to 10 per cent while the "under twenty" applicants jumped from 10 per cent to 19 per cent. In the younger age groups many were seeking only temporary work during the summer vacation and consequently were suitable for only certain kinds of jobs.

Unplaced applicants at July 31 had fallen to 98,891. With labour requirements normally reaching their peak in September, it appeared that a steadily tightening labour market would develop during the next two months.

Referrals

Referral activity during July reflected the pressure of a steadily declining labour supply. The early scaling down of available labour tended to limit referral activity later in the season. Thus, despite the favourable employment conditions in existence, referrals declined

TABLE IV.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS AS REPORTED BY NATIONAL EMPLOYMENT SERVICE FOR THE MONTH OF JULY, 1947

(Source: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture and fishing.....	1,441	938	996
Logging.....	2,900	452	327
Mining.....	873	618	410
Manufacturing.....	9,072	7,194	4,346
Food and kindred products.....	1,919	1,523	906
Textiles, apparel, etc.....	1,731	901	536
Lumber and finished lumber products.....	1,093	937	596
Pulp and paper products and printing.....	630	507	341
Chemicals and allied products.....	232	254	138
Products of petroleum and coal.....	70	67	35
Rubber products.....	129	81	47
Leather and products.....	200	132	66
Stone, clay and glass products.....	279	267	149
Iron and steel and products.....	724	664	373
Non-ferrous metals.....	570	475	321
Machinery.....	712	656	366
Transportation equipment.....	603	565	391
Miscellaneous.....	180	165	81
Construction.....	4,882	4,120	2,939
Transportation.....	1,445	1,294	845
Communications and other public utilities.....	278	244	162
Trade.....	3,388	3,566	1,897
Finance, insurance, real estate.....	429	440	236
Public and professional service.....	1,679	1,461	940
Other service.....	5,476	4,834	3,320
All industries.....	31,855	25,161	16,418

by three per cent. An average of 24,223 referrals were effected each week during July which was comparable to the April level. The downtrend during July took place in all main industry groups with the exception of mining and food processing industries.

The proportion of applicants referred to jobs fell slightly during July. Whereas in June, 45 referrals were effected per 100 available applicants (those on file at the beginning together with those notified during the period) by July the percentage had dropped to 42. At the same time, a smaller proportion of jobs received referrals with the percentage declining from 50 to 45 per cent of available vacancies.

Placements

The constant level of placements during the past three months in the face of lessened referral activity, was indicative of the tight employment situation. Employers were relaxing hiring specifications and persons, who in a freer labour market might not have been accepted, were placed into employment. Temporary student labour was being used to a great extent. The physically handicapped and older workers were constantly screened and re-screened to meet expanding employment opportunities. Labour surplus areas were being drained to meet rising manpower needs in other areas.

The industrial distribution of placements showed only minor changes during July. Added placement work in mining, food

processing, trade and services offset slow-downs in sawmills, construction and heavy industry. Placement of men continued to be approximately double that for women. Average weekly placements totalled 15,422 during July as compared with 17,015 one year before.

Both seasonal and long-term movements of workers took place during July. Temporary transfers were largely in construction, transportation, and sawmills. Long-term movements were mainly into mining and machinery manufacturing; the Cape Breton area had moved 2,210 workers (2,047 male and 163 female) by September 4.

Casual placements, or those of less than seven days' duration, continued to account for 12 per cent of placements reported during July. The following table gives a summary of casual and regular placements since the beginning of 1937:—

Year	Placements		
	Regular	Casual	Totals
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946.....	785,593	73,819	859,412
1947 (30 weeks).....	393,232	56,899	450,131

Special Placements

The approach to placement work tends to change as the labour market shifts from one of labour surplus to one of labour shortage. When vacancies were scarce the problem was to get a job for the worker; as employment expanded, it became one of getting a worker for the job. Necessarily, the latter approach called for a careful and selective analysis of all available labour. With this in view, employment officers were examining all potential sources of labour during the period under review. Physically handicapped labour was one segment of the labour force in which unemployment continued. In order to make the best use of this reserve of manpower, selective placement officers were endeavouring to make an individual study of the capabilities of each applicant. This analysis, along with a thorough knowledge of the job requirements, aided the officer in selecting the most

productive line of work for the impaired worker.

Placements of the physically handicapped were temporarily reduced during the June-July period, due in the main to the shorter reporting period. Placements from June 16 to July 14 totalled 1,154 as against 1,489 and 1,213 one month and one year before respectively. At the July date, 5,099 remained unplaced.

The enlargement of N.E.S. facilities designed to deal with youth placements had greatly increased the number of "first jobbers" channelled through the local employment offices. At the end of July, 19 per cent of available supply was under 20 years of age as against 13 per cent one year before. Employment offices reported that, in general, absorption had been proceeding satisfactorily although the low wages in some areas increased labour turnover.

Executive and Professional Offices

In contrast to the trend earlier in 1947, fewer vacancies and applications were reported in E and P offices during June and July than in the corresponding period in 1946. The reduced activity in the latter part of the season reflected the speedy absorption of university graduates. One year before, labour unrest and reconversion difficulties reduced technical and administrative requirements, so that a greater length of time was needed for placing the graduating class.

In the executive field, the placement problem pivoted on the selective placement of the qualified but older worker. Many employers had been discriminating against workers of more than 45 years of age. How-

ever, the publicity given to the serious implications which might arise out of this employment practice improved both the quantity and quality of jobs open to these applicants.

Vacancies in the executive and professional field jumped from 180 per week to 195 during July. Applications, on the other hand, continued to fall from the May peak and by July averaged 219 each week. Fewer placements were effected due to the falling off in labour supply; average weekly placements fell from 69 to 59. At the end of July unplaced applicants numbered 2,023 while unfilled vacancies totalled 1,824.

Veterans

Applications.—Seasonal expansion had absorbed available labour by the end of May, consequently veteran applications dropped sharply during June and July. The decline was common to discharges of both World Wars, although slightly more pronounced among the younger group. Average weekly applications totalled 6,044 during July as against 7,087 in June and 10,220 in July, 1946.

Placements.—Veteran placements fell sharply in contrast to the constant level maintained in the general field. The stable level of general activity resulted from the absorption of first jobbers from high schools, very few of whom were veterans.

The problems confronting veteran placements were similar to those experienced in general referral work—"older age" discrimination, immobility of workers complicated by housing shortages, the difficulties arising out of occupational shifts, lack of qualified applicants, etc.

Placement of handicapped persons slackened during the June-July period as persons on file were gradually being pared down to cases of extreme physical handicaps. Placements from June 16 to July 14 totalled 657, to leave 1,863 unplaced at the period-end.

Total veteran placements during July averaged 3,372 per week representing a 16 and 37 per cent drop over the previous month and year respectively.

Unplaced Applicants.—By the end of July the unplaced had fallen to 25,125, or 25 per cent of the total unplaced. Almost 20 per cent of the veterans unplaced were registered in the chronic unemployment areas of Nova Scotia. The remaining applicants were scattered throughout the country, the heaviest concentration being in Vancouver.

The length of time which applications remained on file showed a sharp fall during July. At July 31, applicants registered for more than two weeks accounted for 65 per cent of the total in comparison to 72, 73 and 77 at the preceding month-end dates.

Regional Analysis

The following regional analysis is based on reports received from National Employment Service offices throughout the country. The report covers the month of July, 1947.

Maritime Region

Reports from the Maritime Region showed that all industries were making marked progress under favourable weather conditions and without any serious labour shortage materializing. While Cape Breton and New Glasgow areas were still reporting a surplus of unplaced workers, New Brunswick and

Prince Edward Island had materially reduced the number left on file.

Agriculture.—Fine weather had prevailed resulting in the harvesting of an average crop of hay. While early potatoes were inclined to be poor, it was expected that there would be a good crop of the late varieties. Thus far there had been no noticeable shortage of farm help. Already contracts for seed potatoes had been signed at an average price of \$3.50 per barrel.

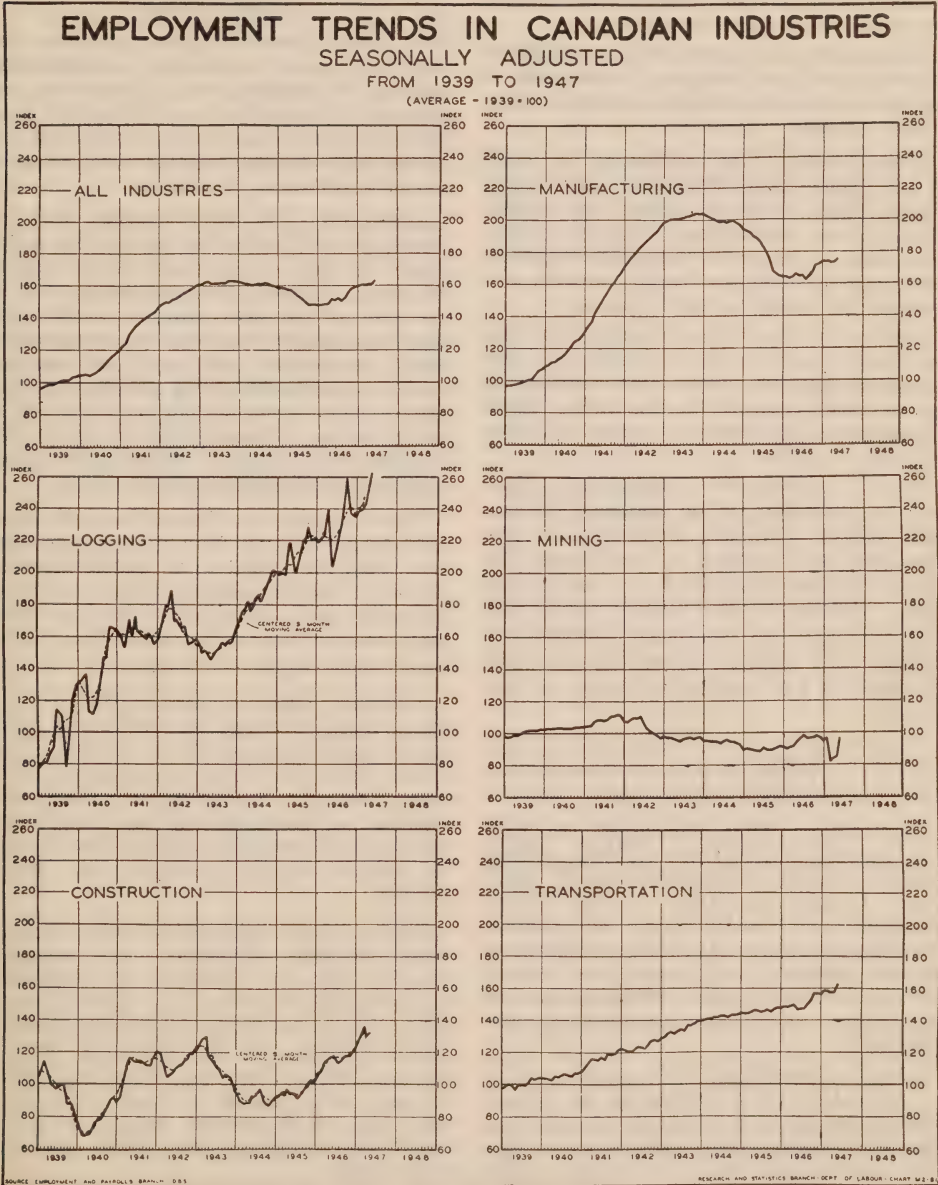
It was estimated that while the Annapolis Valley apple crop would be average, it would

be 60,000 barrels short of last year's production. The market outlook was uncertain because of the loss of United Kingdom orders.

About 150 workers from Saint John had been referred to employment as pea-viners in the state of Maine.

Fishing.—The drop in price and the loss of markets had caused the fishing industry to curtail operations. This had an adverse effect on such industries as boat building, lumbering, shook milling and salt mining.

Lumbering.—A steady demand existed for pulp workers in all areas but it was not expected that any large number of workers would accept this employment during the fly season. However, it was expected that once the cooler weather arrived workers would be attracted by the good wages being offered. The advertising campaign for loggers launched by a Vancouver logging agency offering permanent employment at a minimum wage of 95c per hour, was causing some concern. With



the expected heavy demand for skilled lumber workers in New Brunswick next winter, it was felt that the industry could not afford to have many men leave the province.

Mining.—The general picture in the mining industry was bright with the Cape Breton area reporting substantial increases in output per man. Mining in the Minto area, however, was unsettled, as a result of price increases lessening demands, and the possible discontinuance of the Government subsidy on coal.

The peat moss industry, while operating at capacity, was being hindered by the lack of continuous sunshine which is essential in the drying process.

Manufacturing.—The production of steel at the Sydney Steel Plant had reached the highest peak in history during this period. Planing mills, woodworking plants, and pulp-mills were reported to be working at capacity. There was a shortage of textile workers and male trainee could be readily placed.

Employment was high in steel shipbuilding and repair yards in Nova Scotia. It was estimated that the labour force equalled if not exceeded that of the war years. With the exception of electric arc welders sufficient help was available.

Halifax shipyards were expecting to start work on three ships for the Argentine Government shortly and have contracted for the conversion and refitting of nine vessels for Acadia Overseas Freighters Ltd. to begin next spring. The Saint John Drydock, which had been very slack for some time, had received an order for repairs. About 400 men will be called in for a period of three to four months.

Depressed prices in the fishing industry, and increased costs had caused a number of the wooden shipbuilding yards to close.

Construction.—While commercial and war-time housing projects were showing marked progress, individual building had lagged. Outside of building undertaken by the Central Mortgage and Housing Corp., no building was being done for rental. Material shortages, the most important being cement, had held up the work at many points. Skilled carpenters were in short supply but general labour was plentiful.

It was expected that 300 workers would be required for the building of the Prince Edward Island ferry terminal. Some difficulty in obtaining men might arise as this work coincided with the potato harvest. The

lack of accommodation was hindering the employment of workers in the heavy construction program at Fredericton.

Highway and street construction, mostly grading and paving, was employing a great many men in all districts. Steel shortages, however, had eliminated any bridge building for this year leaving a heavy program for 1948.

Transportation.—Rail passenger traffic and bus services rose sharply during the month due to the heavy influx of tourists.

Quebec Region

In the Quebec Region progress was reported in all fields with manufacturing reaching the highest level of peace-time production. Construction was somewhat hampered by the increased cost of materials and labour while mining activity was limited by an acute shortage of workers.

Agriculture.—The crop situation had improved greatly during the fine weather and it appeared that an average yield could be expected. Haying was progressing with 40 per cent of the crop already stored while cereal and garden crops were maturing rapidly. Fruit development was good, an abundant crop of strawberries having already been harvested while orchards showed promise of heavy yields. Pasture lands throughout the province were excellent. An adequate supply of labour was available at most points.

Fishing.—Along the Gaspé Coast the price of cod had dropped from the wartime price of 7 cents per pound to 2½ and 3 cents per pound. This was making it unprofitable for fishermen to operate under the prevailing wage rates and men were returning to logging camps much earlier than last year.

Logging.—Logging operations were at a low ebb as most drives had been completed. However, it was estimated that at the end of the month 17,000 men were in the woods—some were hired for cutting while others were working on improvements and camp construction. It was expected that the demand for workers would be stepped up during August.

Mining.—There was much activity in mining areas although production was seriously retarded by the shortage of beginners, labourers and skilled workers. Considerable prospecting in new areas was being done both private concerns and the Provincial Department of Mines. Diamond drilling had started to taper off. Extensive development work was ready to be carried out—all of which called for additional help which was not forthcoming.

Among the producing mines, the labour situation was at a critical low as many miners were leaving temporarily for farm and woods operations during the summer. The situation was further aggravated by the increasing number of new producers coming into being. With the decided lack of workers for this work in the labour market, mine operators were looking to the revised immigration policy for some relief. It was estimated roughly that the Rouyn-Noranda district alone required 1,000 men for underground work. The gold mines in the Malartic District had reached an agreement with the Union covering a ten-cent increase for underground work. In an effort to overcome labour shortages, National Employment Service offices were making a special survey in the Montreal, Quebec, Three Rivers and Hull districts to recruit mine beginners.

Manufacturing.—The index of general manufacturing, which reached its peace-time high in June, registered a slight recession in July due to the large number of plants which closed for the summer vacation period.

Following a temporary quiet period, Montreal manufacturers of women's dresses were swinging into the full production of autumn styles. On the other hand, the Quebec footwear industry had slowed down as a direct result of cancellation of export orders. Many workers were acute with no real relief in sight part-time.

Meat packing houses were slack and were cutting hours so as to spread out the available work until the start of the fall killing.

Most of the small sawmills had completed their cut but larger mills would be busy until freeze-up.

Glass companies were working 24 hours a day, 7 days per week, in an effort to meet the shortage for this product. Reports stated that they had orders which would keep them busy for several months.

Shipbuilding was being carried out in Montreal, Sorel and Quebec with some 600 workers, particularly skilled tradesmen, in demand. This number would be increased

Construction.—The shortage of skilled workers were left idle while others were on although many apprentices were registered for training-on-the-job or in trade schools throughout the province. The industry, however, was moving forward despite some material shortages such as cement, electrical appliances, and plumbing fixtures. Revived activity in house building was noticeable, Central Mortgage and Housing being the chief instigator with contracts for 200 houses in Montreal and 60 houses in Sherbrooke.

Commercial building was moving forward with many large projects well under way. Outstanding among the new contracts which had been awarded was a \$3,000,000 addition to the plant of Dupuis Freres, Montreal, and a \$500,000 plant for the Singer Sewing Mfg. Co. Ltd., St. John. The C.P.R. Company had announced plans for a \$6,000,000 extension of a rail terminal at Cote St. Luc. Work on the railroad leading to the Hollinger Co. mining developments had been started.

Ontario Region

While many industries were experiencing a lull in employment due to vacation shut-downs and material shortages, the demand for farm help had increased. However, additional labour from the Prairie and Quebec regions had helped to harvest the crops. The arrival of 700 displaced persons from Europe eased the labour situation in Northern Ontario pulpwood camps.

Agriculture.—The demand for farm help had been very high despite the adverse weather during the early part of the month. The 1,000 Western harvesters who arrived fell far short of the 2,000 required and caused a serious situation. Experienced help was recruited in the poor-crop areas of Quebec and dispatched to districts where shortages were most acute.

Fall wheat was being threshed in some areas with a larger proportion being handled by combines. It was expected that the tobacco harvest would begin about August 12, and arrangements were being made for the movement of curers from the southern United States. The tomato crop had shown marked improvement in the last few weeks and promised to be heavy.

Logging.—Requests for pulpwood cutters had increased in preparation for the opening of camps. The importation of 1,400 displaced persons to work in Northern Ontario pulpwood camps should to some extent relieve the pressure.

River driving operations were completed except where logs were being brought long distances to the mills. A 25 per cent increase over the last year's cut was expected.

Mining.—The flow of workers to base metal mines was far below their needs despite the fact that wages for unskilled workers were the highest yet offered in the Province. A new shaft was being sunk at Sudbury the ore from which mine officials expected would feed a 500-ton mill.

Clearance orders for beginners in gold mines were meeting with little response. The Porcupine camp seemed to be the hardest hit and reported a shortage of about 500 men. The demand for diamond drillers and exploration crews had decreased as surface work had been reduced. Despite the many drawbacks, the current tonnage production in Ontario gold mines showed a slight increase over the last five months.

Manufacturing.—Due to the growing trend towards complete shutdown for vacation, industrial activity was curtailed during July. There was a noticeable increase in the flow of materials, an indication that improvement in supply lines may be expected.

Shipbuilding at Collingwood and Kingston had shown renewed activity as materials became available, and many workers were being rehired.

The iron and steel industry had been substantially assisted through the movement of workers from Nova Scotia while foundries were instituting training programs to augment the flow of labour.

In textiles, decentralized units were enabling large operators to meet their output requirements. The arrival of about 150 girls from the Maritimes had been of great assistance. Some tanneries were reducing the number of employees due to a slump in hide demand while manufacturers of leather products were cautious in expectation of lower hide prices. A slight improvement was seen in the rubber industry due to the recent wage increases.

It was reported that material supply in furniture plants had improved but skilled workers were still scarce. In the Hanover area over 500 furniture workers were on strike.

Food canning plants were busy with seasonal crops at all points and while the immediate needs for help were being met, it was expected that serious shortages would materialize in the fall.

An urgent appeal for chemical workers was made at Welland as turnover was unusually heavy among furnace tenders.

Construction.—Although there was some decrease in the number of residences under construction due to increased costs, the demand for tradesmen and labourers continued high. Work had started on wartime housing projects in Port Hope, Midland and Exeter while tenders had been called for projects in Trenton, Bradford, Guelph, Goderich and Walkerton. Industrial building showed less tendency to fall off and many large projects were being pushed

to completion. At Sarnia where considerable building was being undertaken, contracts had been awarded for two new industrial plants, one at a cost of \$1,000,000, and the other at \$750,000.

Transportation.—Orders for non-certificated men were being met but shipping companies were still reporting their need of experienced men. In some areas there was a slight demand for truck drivers, but as these were mostly for construction work where experience was required, the orders were difficult to fill.

Prairie Region

Agriculture was on the upgrade while woods operations were slowing down. Outside of coal mining and construction which were being hampered by the shortage of living accommodation, a sufficient supply of labour was available at most points.

Agriculture.—In the Fort Frances area, where farming was making great advances over former years, haying was in progress and reports stated that there was some shortage of experienced permanent and seasonal help. In Manitoba, vacancies have been mostly for haying and applicants had been in good supply. However, good farm hands on a monthly basis were not available. Farmers and workers were waiting for harvesting operations to get into full swing and day wages established. The Manitoba Federation of Agriculture had recommended wage rates of \$5 per day for stookers and \$6 per day for threshers. While some deterioration of grain crops had been experienced due to extremely hot weather, losses were relatively slight as compared to Saskatchewan and Alberta. Sugar beets had responded to the hot weather and to some extent had overcome the late start. Two of the Polish veteran camps in the sugar beet area had been broken up and the men dispersed to districts needing stookers and threshers until they are again required for the beet harvest about September 20.

There was a marked deterioration in crop prospects in the other two provinces, the most seriously affected points being in the vicinity of Prince Albert, North Battleford, Swift Current and Medicine Hat. Some of the farm help thus released had been transferred to Eastern Canada or were working in manufacturing.

It was expected that harvesting would begin simultaneously in the three provinces. If this occurred the need for labour from outside the region would be greater and the season shorter

than in a normal year when men can be moved from one district to another as the harvest progresses.

Logging.—In Northwestern Ontario there was the normal seasonal slowing down in woods operations and while employers were still placing orders for woodsmen they expected little success in obtaining help during the worst of the fly season. River drives were progressing normally and although labour turnover was high no real shortage had arisen. In the pulpwood camps of the Fort Frances area the river drives were nearly completed. Employers seemed to be well satisfied with the year's operations.

Mining.—Base metal mining reported continued activity and expansion in the Flin Flon and Fort Frances areas with heavy truck drivers and mine workers in short supply. The need will be intensified when university students return to school. Union officials and the mine management renewed their agreement providing for an all-round raise in wages effective August 1.

Precious metal mining had been hindered by the lack of suitable applicants, referrals being limited to inexperienced help. In the Kenora area, diamond drilling and exploration work was reported on the decline.

The demand for certificated coal miners and labourers was general throughout Alberta with the exception of the Medicine Hat area where mines were working at capacity. Arrangements were under way to obtain miners from the Maritimes for the Blairmore area where there was still accommodation for about one hundred more workers.

Normal activity was reported from existing oil and gas fields while the new workings at Leduc and Black Diamond were showing progress in the face of an acute scarcity of experienced help.

Manufacturing.—A slight upswing in livestock receipts was noted at various points. The rate will probably gain moderately until in the Fall there would be an unusually large influx due to poor crops and pasture in many areas. The Horse Co-operative Marketing Association was making trial shipments of frozen horse meat to Belgium. Creameries had reached the peak production without experiencing any scarcity of help. Output was beginning to fall off due to drought. The canning of fruit and vegetables had started and all requests for workers were being supplied.

Sawmills and planer mills were working full time and were fairly well manned. There was, however, a demand for experienced sawyers

and planer men. Generally, placements were high due to the improved wages and working conditions. Workers in the Edmonton district favoured waiting for harvest despite the fact that planer mills were offering 60 cents per hour to \$125 per month plus board. Operation of pulp and paper mills continued at near capacity.

The manufacture of construction materials such as paving mixtures, cement and cinder blocks, and bricks, was forging ahead to meet the heavy demand for these commodities. Additional heavy labourers were needed in steel works and rolling mills as plants were operating on a 24-hour basis.

Shipbuilding at Port Arthur was being hindered by a shortage of steel and the lack of foundry workers.

Construction.—The number of houses being built or planned was expected to be greater than the number estimated earlier in the season. It seemed likely that not all housing units would be finished on schedule because of scarcities of materials in some cases, and a shortage of skilled workers, particularly carpenters and bricklayers, in others. It was expected that there would be a definite slowing up in rural areas where many workers will leave for the harvest operations.

Industrial building was progressing satisfactorily although to some extent subject to the same hindrances. Road work was being held up by a scarcity of asphalt and road oils as well as a dearth of machine operators for heavy equipment.

Transportation.—Reports showed heavy activity due to the accumulation of large freight commitments. Inland water transportation on Lake Winnipeg was at its peak, and was using a number of fishing boats in addition to the regular fleet.

Railways were busy with a heavy movement of wheat to Churchill in preparation for the opening of shipping early in August. Some difficulty in hiring railway workers had materialized due to the comparatively low wages being offered.

Airlines and bus companies had increased their services to freight and passengers going to the Northern developments.

Daily unloading of cars at the Lakehead dwindled to 525 as against 670 in June. Terminal elevator operators were reluctant to forecast their Fall requirements until the harvest was nearer maturity.

Pacific Region

With all branches of industry showing a high level of seasonal activity, the demands upon the manpower resources were heavy.

**REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	525	279	518	431	277	58	852
Charlottetown.....	296	156	320	298	188	29	569
Summerside.....	229	123	198	133	89	29	283
Nova Scotia	3,566	1,726	4,798	4,226	2,264	213	10,532
Amherst.....	74	26	158	89	71		333
Bridgewater.....	60	33	110	67	31	5	199
Dartmouth.....	172	185	248	173	66	6	611
Glace Bay.....	110		289	173	110		1,113
Halifax.....	1,173	837	1,449	1,139	537	55	2,516
Inverness.....	49	25	87	38	36		201
Kentville.....	196	125	223	130	66	1	616
Liverpool.....	28	16	79	39	27		187
New Glasgow.....	729	74	796	1,068	647	29	1,314
New Waterford.....	57		122	69	57		300
North Sydney.....	36	17	88	45	21	7	235
Pictou.....	50	8	88	48	25	5	192
Springhill.....	10	1	61	11	4	3	192
Sydney.....	426	46	420	667	303	98	1,192
Sydney Mines.....	78	4	95	89	75		559
Truro.....	263	278	253	305	146	4	153
Yarmouth-Shelburne.....	55	51	232	76	42		619
New Brunswick	3,569	3,223	3,971	3,050	1,810	226	4,673
Bathurst.....	57	38	105	46	32	2	311
Campbellton.....	312	127	285	330	154	50	191
Edmundston.....	267	625	55	63	27		86
Fredericton.....	373	366	224	194	146	4	136
Minto.....	51	84	72	71	72		57
Moncton.....	1,171	729	1,247	972	760	72	1,187
Newcastle.....	49	30	58	36	21		270
Saint John.....	942	669	1,712	1,167	481	81	2,240
St. Stephen.....	62	221	58	34	29		89
Sussex.....	103	78	70	55	33	15	47
Woodstock.....	182	256	85	92	55	2	59
Quebec	28,912	26,850	22,443	20,712	11,723	573	24,890
Asbestos.....	207	282	50	33	25		66
Beauharnois.....	206	69	215	213	191		139
Buckingham.....	69	46	85	70	47		96
Causapscal.....	30	72	36	32	3		122
Chandler.....	2,332	2,317	58	36	33		130
Chicoutimi.....	1,700	777	293	273	434		199
Coaticook.....	111	135	82	68	65		42
Dolbeau.....	57	87	19	6	5		33
Drummondville.....	427	185	395	371	276		229
East Angus.....	35	29	143	62	55	1	41
Farnham.....	104	112	27	21	16		36
Granby.....	316	280	134	131	75		74
Hull.....	321	343	587	361	154	6	1,194
Joliette.....	318	246	227	238	78		318
Jonquiere.....	29	8	112	39	24	2	168
Lachute.....	286	66	143	116	91		102
La Malbaie.....	452	284	187	160	160		82
La Tuque.....	55	117	67	51	43		82
Levis.....	243	195	321	146	56		569
Louiseville.....	70	26	95	71	62		119
Magog.....	157	205	52	117	46		110
Matane.....	367	419	127	117	116		63
Megantic.....	87	54	154	102	42		30
Mount Laurier.....	44	67	68	59	54		42
Montmagny.....	105	65	246	89	78		101
Montreal.....	12,215	13,783	9,980	10,432	5,137	524	8,511
Plessisville.....	65	45	50	26	12		47
Port Alfred.....	91	115	68	47	44		51
Quebec.....	2,301	1,492	2,886	2,912	1,351	6	4,673
Richmond.....	122	94	55	46	31	5	38
Rimouski.....	48	60	95	48	39		82
Riviere du Loup.....	186	301	62	53	41		134
Rouyn.....	795	569	533	323	240		212
Ste. Agathe.....	227	144	174	169	135		31
Ste. Anne de Bellevue.....	91	58	83	55	42		75
Ste. Therese.....	490	304	353	348	417		99
St. Georges de Beauce.....	48	100	87	52	39		145
St. Hyacinthe.....	299	498	188	137	96	1	218
St. Jean.....	525	476	623	456	295		164
St. Jerome.....	337	293	269	214	158		136
St. Joseph d'Alma.....	24	6	71	27	19		102
Shawinigan Falls.....	262	23	397	302	190		545
Sherbrooke.....	591	285	600	613	351	27	202
Sorel.....	274	131	311	200	143		263
Thetford Mines.....	86	116	154	140	66		225

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Three Rivers.....	438	256	600	520	179	1	4,038
Val d'Or.....	697	785	205	165	87		132
Valleyfield.....	356	228	465	289	198		417
Victoriaville.....	216	152	208	156	184		163
Ontario.....	51,597	41,530	41,543	38,045	22,628	2,205	29,645
Amprior.....	150	203	116	114	89		39
Barrie.....	271	120	217	241	180		76
Belleville.....	324	226	272	383	124		272
Bracebridge.....	309	132	269	324	236		42
Brampton.....	109	118	82	75	58		75
Brantford.....	692	583	586	468	400	38	226
Brockville.....	155	37	195	163	101	13	71
Carleton Place.....	67	47	50	59	46		26
Chatham.....	351	267	367	311	234		268
Cobourg.....	142	36	160	140	126	2	47
Collingwood.....	43	49	61	67	54		103
Cornwall.....	761	149	603	707	516	30	401
Dunnville.....	92	71	74	69	54		20
Fergus.....	30	113	26	27	29	1	6
Fort Erie.....	219	39	257	240	220	3	66
Fort Frances.....	248	139	152	156	124	2	44
Fort William.....	1,171	946	548	479	351	1	329
Galt.....	371	498	161	132	88		98
Gananoque.....	68	24	65	68	45	18	30
Goderich.....	207	106	148	155	136	5	37
Guelph.....	415	378	406	387	229		197
Hamilton.....	3,201	2,649	3,415	3,977	1,758	258	2,817
Hawkesbury.....	121	80	106	95	60		109
Ingersoll.....	74	126	55	53	38	4	21
Kapusking.....	154	642	64	57	54		16
Kenora.....	121	522	118	99	61		124
Kingston.....	577	244	909	676	433	7	772
Kirkland Lake.....	663	447	434	471	253	19	253
Kitchener-Waterloo.....	1,055	1,156	418	521	372	3	122
Leamington.....	1,242	1,103	184	148	79	44	182
Lindsay.....	82	43	114	135	73		93
Listowel.....	36	125	27	34	11	2	35
London.....	1,730	1,476	1,526	1,719	945	127	719
Midland.....	124	96	86	90	59		62
Napanee.....	69	56	64	65	47		58
Newmarket.....	98	222	101	115	53		79
New Toronto.....	667	436	563	383	236	3	569
Niagara Falls.....	414	313	415	439	256		439
North Bay.....	553	268	434	451	333	38	114
Orillia.....	193	184	186	177	107	13	160
Oshawa.....	932	421	2,001	958	632	10	2,450
Ottawa.....	2,326	1,482	2,604	1,989	844	147	4,105
Owen Sound.....	181	211	151	141	76	1	112
Perry Sound.....	96	47	59	49	49		34
Pembroke.....	310	313	268	224	163	3	145
Perth.....	194	94	222	169	165	4	52
Peterborough.....	332	241	443	520	293		214
Pictou.....	46	39	37	32	27		41
Port Arthur.....	2,919	2,847	740	580	539		451
Port Colborne.....	200	160	237	144	146	4	260
Port Hope.....	181	142	105	117	75		27
Prescott.....	30	24	30	15	12		48
Renfrew.....	131	71	114	121	91	2	62
St. Catharines.....	928	522	795	463	31		670
St. Thomas.....	253	273	246	252	100	3	178
Sarnia.....	509	368	367	375	281		287
Sault Ste. Marie.....	1,446	1,201	401	352	271		284
Simcoe.....	219	224	225	214	109	13	104
Sioux Lookout.....	70	67	88	37	72	4	9
Smiths Falls.....	95	70	95	64	82		132
Stratford.....	285	300	274	262	171	69	134
Sturgeon Falls.....	53	9	80	56	42		78
Sudbury.....	1,737	1,414	1,148	1,021	892	75	857
Tillsonburg.....	58	47	80	67	39		47
Timmins.....	1,038	733	978	876	700	27	512
Toronto.....	16,717	13,985	12,036	11,372	6,280	964	5,857
Trenton.....	245	138	158	241	164		76
Walkerton.....	46	51	39	28	17		54
Wallaceburg.....	322	314	70	36	21		160
Walden.....	474	380	480	481	241	2	354
Weston.....	441	360	329	271	129		108
Windsor.....	1,290	286	2,347	1,636	727	204	3,162
Woodstock.....	124	327	94	90	97	1	64
Manitoba.....	8,132	4,365	9,216	7,440	3,721	1,392	7,244
Brandon.....	741	598	494	502	359		323

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JULY 4 to JULY 31, 1947—*Concluded*

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered to period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Dauphin.....	201	107	213	182	51	10	195
Flin Flon.....	82	53	132	127	56	13	41
Portage la Prairie.....	250	125	176	214	92	20	184
Selkirk.....	102	16	88	65	49	3	49
The Pas.....	226	216	106	79	129		82
Winnipeg.....	6,530	3,250	8,007	6,271	2,985	1,346	6,370
Saskatchewan.....	5,339	2,596	5,584	5,472	2,445	978	3,234
Estevan.....	179	135	59	54	47		18
Moose Jaw.....	543	316	616	646	312	86	324
North Battleford.....	82	94	188	121	67		193
Prince Albert.....	408	245	652	392	260	9	574
Regina.....	1,989	722	1,916	2,323	891	604	619
Saskatoon.....	1,467	599	1,626	1,453	653	230	1,189
Swift Current.....	164	128	116	117	57		91
Weyburn.....	227	130	118	163	71	38	40
Yorkton.....	280	227	293	203	87	11	186
Alberta.....	8,507	3,639	8,576	8,066	4,319	1,456	3,998
Black Diamond.....	13	3	16	12	12		13
Blairmore.....	215	301	34	24	30		29
Calgary.....	3,346	972	3,303	3,391	1,501	977	1,707
Drumheller.....	101	80	129	71	81		72
Edmonton.....	3,450	1,270	4,264	3,770	2,004	469	1,824
Edson.....	225	163	53	39	129		32
Lethbridge.....	682	424	422	405	302	8	168
Medicine Hat.....	237	184	220	221	149	2	99
Red Deer.....	238	242	135	133	111		54
British Columbia.....	17,274	7,753	17,423	13,203	8,439	947	13,899
Chilliwack.....	267	82	265	275	224	6	88
Courtenay.....	97	56	96	58	51		74
Cranbrook.....	199	141	65	78	60		54
Dawson Creek.....	208	63	196	204	204		21
Duncan.....	238	107	137	129	83		62
Kamloops.....	302	202	200	149	123		125
Kelowna.....	87	20	117	101	59	8	135
Nanaimo.....	202	161	173	203	140		157
Nelson.....	199	201	136	133	81		90
New Westminster.....	1,804	504	932	695	1,130	26	1,432
North Vancouver.....	267	67	442	283	181		498
Penticton.....	144	78	184	180	76	10	99
Port Alberni.....	211	157	181	156	79		78
Prince George.....	1,063	484	856	852	929	2	43
Prince Rupert.....	306	114	381	285	220	1	255
Princeton.....	72	41	75	80	81		11
Trail.....	439	249	347	292	336		178
Vancouver.....	9,566	4,121	10,852	7,650	3,557	740	8,646
Vernon.....	355	149	326	243	224		87
Victoria.....	1,130	621	1,325	1,118	543	154	1,725
Whitehorse.....	118	135	87	68	58		41
Canada.....	127,421	91,961	114,072	100,645	57,626	8,048	98,967
Males.....	90,357	59,901	81,945	71,060	43,147	3,793	69,375
Females.....	37,064	32,060	32,127	29,585	14,479	4,255	29,592

However, job opportunities existed in practically all fields. The return of students to schools and colleges will intensify the shortage of workers, especially in mining and lumbering where a large number were being employed.

Agriculture.—A record crop of strawberries and raspberries had been successfully gathered and attention was being focussed on the fruit crop where picking was expected to begin shortly. At that time there appeared to be an abundant supply of transient labour to cover initial demands.

Labour orders for the hop harvest will approximate 6,000—some growers had already

registered about 50 per cent of their requirements. Pea threshing was at its peak in the Fraser Valley with no indication of a labour shortage.

Logging.—Currently, the weather was favourable for woods operations with intermittent showers removing the likelihood of fire hazards. Several forest areas which had been closed temporarily as a precautionary measure were reopened. Mainland and northern interior operators had successfully completed negotiations. Logging requirements were heavy with some easement forthcoming through clearance.

Mining.—The general situation in the mining industry was one of labour scarcity which was hampering development at most points. Training programs were making some contribution to the skilled labour pool but labour turnover, to a degree, nullified these attempts to increase and maintain a full working force.

The demand for skilled workers in coal fields continued with only minor progress being reported. The major base metal operators were maintaining a fairly complete staff while critical shortages were apparent in the gold mining section of the industry.

Smelter operators at Trail had launched a recruiting program throughout the region with satisfactory results. However, it was feared that when the students employed returned to their studies, operations would suffer unless immediate replacements were found.

Fishing.—Boats of the halibut fleet were converting to other types of fishing such as salmon and herring seining. Big salmon runs were expected in the Bella Coola and Bella Bella areas where seine fishing opened July 27. Spring salmon catches had been poor.

There was little activity in herring and pilchard fishing as the operators and fishermen were negotiating new terms. A good run of dog fish was reported while tunas were being caught in increasing numbers.

The annual herring catch for the West Coast area had been stabilized at 40,000 tons.

Manufacturing.—With the exception of the Prince Rupert Drydock, all shipbuilding yards were fully occupied with new ship construction and repairs. Wage discussions were under way in the major yards and it was expected that a settlement would soon be reached. There was a continued demand for experienced arc welders and carpenters.

The fruit packing plants and canneries in the Mission City area were operating at capacity on the new crop. Canada Packers Ltd. had purchased an unused plant at Chilliwack which will give employment to about a hundred local residents.

Activity was curtailed in the shingle plants as the workers were negotiating for higher wages.

Construction.—Improved weather and a slight easement of building materials had resulted in increased activity in large industrial projects while, on the other hand, residential construction was rapidly falling off. Skilled carpenters and members of the trowel trades were in short supply. Work on the Port Alberni pulpmill was nearing completion which would mean the release of about 350 workers. Prince George reported that 100 low rental houses were almost finished while at Kimberley 125 houses were in the final stage of construction with negotiations under way for an additional 50 to be built.

An extensive highway repair and construction program was being carried out at all points which was giving employment to many workers.

Prospects for a heavy long-term construction program were already taking shape. A Vancouver firm had announced its intention of erecting a two million dollar plywood factory while the Western Branch of the Pulp and Paper Association planned a twenty million dollar expansion program which would be spread over the next four years.

Transportation.—Coastal steamship lines were completely manned. Harbour activity was reported to be increasing with an estimate of 86 deep-sea ships scheduled for cargoes in August.

Wage Rates, Hours and Working Conditions in the Lumber and Lumber Products Industries, 1946

WAGE rates in each of three main divisions of this industry, namely, Sawmill Products, Planing Mill, Sash and Door and Wooden Furniture Industries, moved to substantially higher levels in 1946. This was part of the generally upward movement which followed the relaxation of controls after the war.

The index of wage rates for this group of industries based on average rates in 1939 as 100 was 104.4 for 1940; 117.7 for 1941; 131.0 for 1942; 142.9 for 1943; 148.2 for 1944; 156.1 for 1945; and 178.3 for 1946.

The information in this article on wages, hours and certain working conditions was obtained in the annual survey, 1946, of "Wage Rates and Hours of Labour in Canada".¹ The tables on wage rates contain comparative figures for 1945 which were obtained in the survey of that year.

In the 1946 survey, employers were asked to report their straight-time wage or salary rates or the average straight-time earnings

for workers on piecework during the last pay period prior to October 1, 1946. They also reported on certain other conditions of work,² such as, hours, overtime, vacations with pay, sick leave, Sunday work, and the numbers of workers under collective agreement in each establishment. The total number of workers in each establishment, including both plant and office staffs, was also obtained.

In the tables on wage rates, the averages shown are for selected representative occupations in each industry. They do not include the value of any allowance to employees such as free transportation, group insurance, sick benefits or other welfare plans. The ranges include approximately the middle 80 per cent of the workers in each occupation. The purpose of this is to exclude extremely high and low rates and at the same time to show the ranges which contain the rates for the majority of the workers. The averages, however, include the rates for all the workers in each occupation.

Sawmill Products Industry

Wage rates in the Sawmill Products Industry were about 17.3 per cent higher in 1946 than in the previous year and 84.8 per cent higher than in 1939. The increase during 1946 was the largest percentage advance recorded during the war and post-war period and followed two years of relative stability during which both prices and wages were under more rigid control. The movement of the index of wage rates in this industry is as follows:—

Year	Index
1939	100.0
1940	105.0
1941	115.0
1942	130.7
1943	143.8
1944	148.7
1945	157.5
1946	184.8

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE SAWMILL PRODUCTS INDUSTRY, 1946

	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	235	30	38	46	22	99
EMPLOYEES:						
Male.....	21,996	1,612	3,959	3,450	981	11,985
Female.....	560	8	76	86	25	365
Total.....	22,556	1,620	4,035	3,545	1,006	12,350

¹ Comparable information on the Rubber Products Industry and the Motor Vehicles Industry was published in the August issue of the Labour Gazette (p. 1164); on the Pulp and Paper Products Industry and the Brewery Products Industry in the July issue (p. 988); and on the Construction and Steam Railways Industries in the June issue (p. 890).

² Information on provincial legislation pertaining to annual vacations with pay, maximum hours of work and minimum wages is contained in an annual publication, "Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages, and Workmen's Compensation", by the Legislation Branch of the Department of Labour.

The 235 establishments for which returns were received employed a total of about 22,500 workers of whom only 560 were female, mainly office workers (Table I). More than 50 per cent of the workers were

in British Columbia. The majority of the mills, about 75 per cent, employed fewer than 100 workers in each, the total employment being about one-third of the number in all of the mills covered in the survey. Two-

TABLE II.—WAGE RATES IN THE SAWMILL PRODUCTS INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Edgermen</i>			
Canada.....	.73	.83	.....
Nova Scotia and New Brunswick.....	.58	.62	.50—.67
Quebec.....	.53	.60	.50—.70
Ontario.....	.60	.67	.50—.82
Prairie Provinces.....	.65	.68	.56—.75
British Columbia.....	.86	1.01	.85—1.25
<i>Engineers, Stationary</i>			
Canada.....	.80	.95	.....
New Brunswick.....	.54	.59	.50—.70
Quebec.....	.59	.67	.50—.82
Ontario.....	.65	.74	.60—.91
Prairie Provinces.....	.74	.77	.64—.87
British Columbia.....	.89	1.05	.95—1.12
<i>Firemen, Stationary</i>			
Canada.....	.65	.80	.....
Nova Scotia and New Brunswick.....	.49	.52	.50—.59
Quebec.....	.46	.57	.45—.70
Ontario.....	.57	.63	.50—.75
Prairie Provinces.....	.50	.65	.63—.72
British Columbia.....	.74	.89	.80—.92
<i>Labourers</i>			
Canada.....	.53	.61	.....
Nova Scotia and New Brunswick.....	.44	.46	.40—.53
Quebec.....	.41	.49	.40—.60
Ontario.....	.44	.51	.45—.65
Prairie Provinces.....	.48	.50	.34—.60
British Columbia.....	.68	.82	.77—.87
<i>Millwrights</i>			
Canada.....	.82	.97	.....
New Brunswick.....	.63	.63	.55—.70
Quebec.....	.61	.69	.59—.80
Ontario.....	.61	.73	.55—.92
British Columbia.....	.91	1.07	.97—1.17
<i>Saw Filers</i>			
Canada.....	.96	1.09	.....
New Brunswick.....	.68	.66	.55—.72
Quebec.....	.64	.75	.57—.90
Ontario.....	1.05	1.06	.70—1.40
British Columbia.....	1.14	1.28	1.07—1.55
<i>Sawyers</i>			
Canada.....	.96	1.07	.....
Nova Scotia and New Brunswick.....	.78	.83	.67—1.00
Quebec.....	.60	.64	.45—.86
Ontario.....	.86	.91	.60—1.27
Prairie Provinces.....	.94	.96	.80—1.06
British Columbia.....	1.10	1.26	.92—1.50
<i>Pilers</i>			
Canada.....	.59	.72	.....
Nova Scotia and New Brunswick.....	.46	.52	.40—.56
Quebec.....	.49	.58	.45—.75
Ontario.....	.51	.61	.48—.78
Prairie Provinces.....	.51	.61	.45—.72
British Columbia.....	.72	.88	.83—.92

thirds of the workers were employed in the remaining 59 mills each of which reported a staff of more than 100.

Collective Agreements.—Fifty-six per cent of the workers in mills for which returns were received were included under collective agreements in 1946. The great majority of these were in British Columbia where employees of 75 of the 99 mills, which included 87 per cent of the workers in this industry in the province, were covered by agreement.

Five mills in Quebec and three in Ontario reported having collective agreements.

Wage Rates.—Average wage rates for 1945 and 1946 as well as ranges of rates in 1946 for selected occupations are shown by region in Table II. Increases in rates up to 15 cents per hour were quite common during

1946 particularly in British Columbia following a prolonged strike of wood workers in that Province in the spring of 1946.

Hours of Work.—Operations in the industry tend to be seasonal particularly in Eastern Canada and the normal hours of work reported are often longer than in other manufacturing industries. In British Columbia, however, where operations are less seasonal, the 44-hour week was almost universal in 1946, as shown in Table III, being reported from 91 of the 99 mills from which returns were received. Four of the remainder reported a standard week of 40 hours and three of 48 hours. In the Prairie Provinces, a standard week of 48 hours or less was reported from 9 of a total of 22 mills and in Ontario, from 12 of a total of 46 mills. In all other cases

TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR MALE EMPLOYEES IN THE SAWMILL PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	235	30	38	46	22	99
<i>Per Week</i>						
40.....	4					4
Over 40 and under 44.....	1				1	
44.....	93			1	1	91
Over 44 and under 48.....	3			2		1
48.....	19			9	7	3
Over 48 and under 50.....	3	1		2		
50.....	7		1	6		
Over 50 and under 54.....	2	2				
54.....	31	15	1	9	6	
55.....	12	1	5	6		
Over 55 and under 59.....	7	2	2	2	1	
59.....	10	6	2	1	1	
60.....	43	3	27	8	5	
<i>Per Day</i>						
Monday to Friday—						
7.....	1			1		
8.....	100			11	8	81
8½.....	1			1		
8¾.....	8					8 (1)
9.....	50	18	2	14	6	10 (2)
9½.....	2	2				
10.....	73	10	36	20	7	
Saturday—						
Do not work (5-day week).....	24			2		22
4.....	78			4	1	73
4½.....	1	1				
5.....	19	1	6	11		1
7.....	3			1	2	
7½.....	1		1			
8.....	24	2	1	11	7	3
9.....	42	23	3	9	7	
10.....	43	3	27	8	5	

(1) These establishments reported 9 hours work on Friday.

(2) These establishments reported 8 hours work on Friday.

in Canada, numbering 115 of a total of 235, the standard weekly hours exceeded 48 and in many were as high as 60 hours.

In British Columbia by far the most common daily hours were eight Monday to Friday and four hours on Saturday. In other regions throughout Canada the 9 and 10-hour days were most commonly reported, Monday to Saturday inclusive.

Twenty-four establishments reported a five-day week, 22 in British Columbia and two in Ontario. Eighteen of the British Columbia mills worked a 44-hour five-day week and the other four worked a 40-hour week; the two establishments in Ontario reported a standard week of five 10-hour days.

Overtime.—Straight time for overtime was the most common rate after daily hours in all regions except British Columbia where by far the most common rate was time and one-half, both after daily hours and on Sundays and holidays. In this Province the great majority of the workers in the industry are covered by agreements but in other provinces they are not. Double time rate for overtime was not prevalent, there being only six instances reported for Sunday and

holiday work. Returns from nearly one-third of the mills did not give any information on overtime rates presumably because no overtime was worked.

Vacations with Pay.—Table V shows vacations with pay as reported from 149 of the 235 mills covered in the 1946 survey of wages and hours. In the great majority of these, the initial vacation was one week after one year of service and in most cases did not exceed one week regardless of the length of service. In a considerable number, paid vacations of less than one week were provided for employees when the length of service was less than one year. Reports from 15 mills showed the initial vacation to be two weeks after one year of service. In 46 cases a maximum of two weeks was allowed; in 18 cases scattered throughout the various regions after one year of service and in 28 cases, 27 of which were in British Columbia, after five years of service.

Sick Leave with Pay.—Eight establishments in British Columbia, six in Ontario and three in Quebec reported some provision for pay during absence on account of illness. Of these, eleven grant it to salaried or office

TABLE IV.—OVERTIME FOR PLANT EMPLOYEES IN THE SAWMILL PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Of the 235 establishments, one gives straight time plus 11 cents per hour extra after daily hours for Sunday and holiday work.

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	197	197	37	234	234
<i>Straight Time</i>					
Canada.....	63	60	37	46	46
Nova Scotia and New Brunswick.....	14	14	8	12	12
Quebec.....	12	12	2	4	4
Ontario.....	23	20	14	18	18
Prairie Provinces.....	9	9	7	7	7
British Columbia.....	5	5	6	5	5
<i>Time and One Half</i>					
Canada.....	54	52	37	64	64
Quebec.....	7	6	1	3	4
Ontario.....	5	5	1	6	4
Prairie Provinces.....	1	1	1	1	1
British Columbia.....	42	41	34	55	56
<i>Double Time</i>					
Canada.....				6	6
Quebec.....				3	3
Ontario.....					1
British Columbia.....				3	2
<i>No Overtime Information</i>					
Canada.....	80	85		127	118

staff only, three stated that they have group insurance and the remaining three did not state the nature of the plan.

Shift Work.—Only nineteen establishments in the industry reported shift work on production operations in 1946 for approximately

1,600 workers on second or third shift. No wage differential was reported for about one-third of these workers. Two mills reported paying a three-cent differential to about 100 workers and eight mills a five-cent differential to 900 workers.

TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE SAWMILL PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Of 235 establishments surveyed, 86 do not give information on this subject. Under provincial legislation a worker in Quebec is entitled to a half-day for each calendar month of employment if he has worked less than a year, and in Saskatchewan, to one day for each month.

Length of Service Required	Initial Vacation			Maximum Vacation	
	Less Than 1 Week	1 Week	2 Weeks	1 Week	2 Weeks
<i>Under Six Months</i>					
Canada.....	24				
Quebec.....	5 ⁽¹⁾				
Ontario.....	1 ⁽²⁾				
Prairie Provinces.....	1 ⁽³⁾				
British Columbia.....	17 ⁽⁴⁾				
<i>Six Months</i>					
Canada.....	1	3		3	
Ontario.....		3		3	
British Columbia.....	1 ⁽⁵⁾				
<i>Ten Months</i>					
Canada (Ontario only).....		2			
<i>One Year</i>					
Canada.....		104	15	100	18
Nova Scotia and New Brunswick.....		2	2	2	2
Quebec.....		8	2	13	2
Ontario.....		25	5	27	5
Prairie Provinces.....		2	4		7
British Columbia.....		67	2	58	2
<i>Five Years</i>					
Canada.....					28
Ontario.....					1
British Columbia.....					27
Total Establishments	25	109	15	103	46
		149		149	

(1) Four establishments report one-half day per month and the other allows one hour per week.

(2) This establishment gives one and one-half days after three months.

(3) This establishment gives one day per month.

(4) Nine establishments report one-half day per month and eight give one hour per week.

(5) This establishment provides for one-half week with pay after six months.

Planing Mill, Sash and Door Industry

Wage rates in the Planing Mill, Sash and Door Industry in 1946 were at levels averaging 61.2 per cent higher than in 1939 and slightly more than nine per cent higher than in 1945 according to the index number for this industry shown below. The increase in 1946 over the previous year was the largest recorded since 1939 with the exception of 1941 in which year the advance was 14.2 per cent.

Year	Index
1939	100.0
1940	105.0
1941	120.0
1942	123.7
1943	134.9
1944	139.4
1945	147.2
1946	161.2

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1946

	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	191	23	42	83	24	19
EMPLOYEES:						
Male.....	8,949	975	2,281	3,612	1,249	832
Female.....	547	81	49	286	99	32
Total.....	9,496	1,056	2,330	3,898	1,348	864

TABLE II.—WAGE RATES IN THE PLANING MILL, SASH AND DOOR INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Bench Hands</i>			
Canada.....	.66	.72	.....
Nova Scotia and New Brunswick.....	.56	.68	.55— .83
Quebec.....	.57	.60	.48— .70
Ontario.....	.63	.68	.55— .81
Prairie Provinces.....	.78	.82	.60—1.00
British Columbia.....	.81	.93	.77—1.07
<i>Labourers</i>			
Canada.....	.52	.57	.....
Nova Scotia and New Brunswick.....	.45	.46	.40— .50
Quebec.....	.45	.49	.45— .55
Ontario.....	.52	.56	.45— .65
Prairie Provinces.....	.51	.57	.50— .60
British Columbia.....	.66	.81	.77— .85
<i>Machine Hands</i>			
Canada.....	.62	.67	.....
Nova Scotia and New Brunswick.....	.52	.56	.49— .65
Quebec.....	.55	.58	.45— .70
Ontario.....	.61	.64	.50— .78
Prairie Provinces.....	.67	.72	.58— .95
British Columbia.....	.81	.93	.82—1.00
<i>Sawyers</i>			
Canada.....	.61	.67	.....
Nova Scotia and New Brunswick.....	.53	.56	.50— .63
Quebec.....	.51	.58	.50— .70
Ontario.....	.55	.60	.46— .71
Prairie Provinces.....	.56	.60	.50— .70
British Columbia.....	.72	.88	.85— .92
<i>Shippers</i>			
Canada.....	.61	.67	.....
Nova Scotia and New Brunswick.....	.56	.58	.47— .65
Quebec.....	.54	.62	.55— .72
Ontario.....	.64	.67	.57— .75
Prairie Provinces.....	.62	.66	.55— .77
British Columbia.....	.71	.86	.75—1.00
<i>Truck Drivers</i>			
Canada.....	.56	.60	.....
Nova Scotia and New Brunswick.....	.53	.54	.50— .60
Quebec.....	.52	.54	.48— .60
Ontario.....	.56	.61	.50— .70
Prairie Provinces.....	.59	.63	.55— .70
British Columbia.....	.71	.85	.80— .90

The 191 establishments from which returns were received employed a total of about 9,500 workers in 1946, of whom slightly more than 500 were female (Table I). One hundred and sixty-nine of the establishments, 88 per cent of the total, employed fewer than 100 workers in each. The remaining 22 employed between 100 and 300 workers in each case with a total of 3,300 workers or about one-third of the number in all plants included in the survey.

Collective Agreements.—Twenty-three per cent of the workers in plants from which returns were obtained were under collective agreement. These were in effect in 34 establishments, of which more than half were in British Columbia.

Wage Rates.—Table II shows hourly wage rates for representative occupations in the industry in 1945 and 1946 with ranges of rates also for 1946. Hourly rates averaged higher in 1946 for each of the selected occupations in each region. Increases in British Columbia, averaging 12 to 16 cents per hour, were much greater than in other provinces following a strike of woodworkers throughout the industry in the spring of 1946. In the other provinces average increases of from three to five cents per hour were the most common.

Hours of Work.—Standard or normal hours of work ranged from 40 to 60 hours per week as shown in Table III. However, only one mill which is located in British Columbia reported 40 hours. The 44-hour week was the most common in Ontario, the Prairie

TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE PLANING MILL, SASH AND DOOR INDUSTRY, BY ESTABLISHMENT, 1946

Standard Hours	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	191	23	42	83	24	19
<i>Per Week</i>						
40.....	1					1
44.....	55	3		20	14	18
Over 44 and under 47.....	11			9	2	
47.....	12			10	2	
Over 47 and under 48.....	7		1	6		
48.....	25	4	2	18	1	
49.....	10	1	2	6	1	
Over 49 and under 50.....	4		2	2		
50.....	25	6	6	12	1	
Over 50 and under 54.....	4	1	3			
54.....	11	6	5			
55.....	17	1	16			
Over 55 to 60.....	9	1	5		3	
<i>Per Day</i>						
Monday to Friday—						
8.....	68	7	2	26	14	19
8½.....	21		1	16 ⁽¹⁾	4	
Over 8½ and under 9.....	9			8	1	
9.....	54	14	12	26 ⁽²⁾	2	
9½.....	6		2	4		
Over 9½ and under 10.....	1		1			
10.....	32	2	24	3	3	
Saturday—						
Do not work (5 day week).....	12		1	10		1
3.....	5			5		
4.....	73	4	4	30	17	18
Over 4 and under 4½.....	5			4	1	
4½.....	22		5	15	2	
Over 4½ and under 5.....	5		1	4		
5.....	41	7	21	12	1	
8.....	9	4	2	3		
8½.....	1	1				
9.....	12	6	6			
10.....	6	1	2		3	

(1) One establishment works 9½ hours on Monday.
 (2) One establishment works 8½ hours on Monday.

Provinces and British Columbia. In the latter province, 18 of the 19 mills from which returns were received reported the 44-hour week. The 48-hour week was reported from 25 mills, four in the Maritime Provinces, two in Quebec, 18 in Ontario and one in the Prairie Provinces. A 50-hour week was reported from 25 mills also, of which six were in the Maritime Provinces, six in Quebec and 12 in Ontario. A standard week of 55 hours was reported from 17 mills and between 55 and 60 hours from nine mills.

The eight-hour day from Monday to Friday was reported from about one-third of the mills including all in British Columbia, 14 in the Prairie Provinces, 26 in Ontario, two in Quebec, and seven in the Maritime Provinces. The next largest group reported

nine hours per day Monday to Friday, of which 26 were in Ontario, 12 in Quebec and 14 in the Maritime Provinces.

All but 12 of the mills reported Saturday work ranging from three hours to ten hours. Four hours was reported from 73 mills, 4½ hours from 22, five hours from 41, nine hours from 12 mills and ten hours from six.

Twelve establishments reported the five-day week, ten in Ontario, one in Quebec and one in British Columbia. The number of employees in these plants was about 700.

Sunday work reported by a few establishments was confined to maintenance and power crews.

Overtime.—As indicated in Table IV, overtime was paid at straight-time rates after daily hours in about one-quarter of the mills

TABLE IV.—OVERTIME FOR PLANT EMPLOYEES IN THE PLANING MILL, SASH AND DOOR INDUSTRY, BY ESTABLISHMENTS, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	146	146	45	191	191
<i>Straight Time</i>					
Canada.....	52	51	.....	36	44
Maritime Provinces.....	6	6	.....	4	6
Quebec.....	6	6	.....	3	3
Ontario.....	36	35	.....	26	32
Prairie Provinces.....	4	4	.....	3	3
<i>Over Straight Time and Under Time and One Half</i>					
Canada.....	4	4	6	3	4
Maritime Provinces ⁽¹⁾	2	2	.....	2	2
Quebec ⁽²⁾	3	.....	1
Ontario ⁽³⁾	2	2	3	1	1
<i>Time and One Half</i>					
Canada.....	42	38	39	16	22
Maritime Provinces.....	3	2	5	1	1
Quebec.....	7	7	18	.....	3
Ontario.....	10	8	7	9	9
Prairie Provinces.....	13	12	5	4	6
British Columbia.....	9	9	4	2	3
<i>Double Time</i>					
Canada.....	.....	.....	.....	15	16
Maritime Provinces.....	.....	.....	.....	3	3
Quebec.....	.....	.....	.....	4	5
Ontario.....	.....	.....	.....	1	1
Prairie Provinces.....	.....	.....	.....	4	4
British Columbia.....	.....	.....	.....	3	3
<i>No Overtime Information</i>					
Canada.....	48	53	.....	121	105

⁽¹⁾ Includes one establishment paying time and one third and another time plus 10 cents per hour after daily hours and on Sunday and holidays.

⁽²⁾ Includes two establishments paying 10 and 15 cents per hour extra after weekly hours have been worked and another paying 13 cents per hour after weekly hours and on holidays.

⁽³⁾ Includes two establishments paying time and one quarter after weekly hours and two establishments paying this rate after daily hours; one other establishment pays time and one third after weekly hours.

covered in the survey, for Sunday work in about one-fifth, and on holidays in about one-quarter of the mills. Time and one-half was reported as the overtime rate after daily and weekly hours from about 20 per cent of the mills. Double time was not reported except for work on Sundays and holidays in a few cases. No information was received from many plants as to overtime rates particularly as to work on Sundays and holidays.

Vacations with Pay.—Table V gives information on vacations with pay as reported from 155 of the 191 plants included in the survey in 1946. The initial vacation was one week reported from 131 mills usually after one year of service, although in 11 plants one week was allowed for less than one year of service. Two weeks was the initial vacation reported from nine mills, after one year of service in six cases and for shorter

service in three cases. In the great majority the paid vacation reported did not exceed one week although in 21 plants the maximum vacation was two weeks.

Sick Leave with Pay.—Fifty-six establishments reported some provision for pay during absence on account of illness in 1946, although 27 of these allowed it to salaried or office employees only. Seven report group insurance schemes, ten report that they give sick leave with pay but do not explain their plan and the remainder reported that they grant this benefit in special cases only or to weekly paid and regular employees.

Shift Work.—Shift work was negligible in the industry in 1946 with only three establishments reporting a second shift on production work on which a total of 80 men were employed and for which no wage differential was given.

TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE PLANING MILL,—SASH AND DOOR INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Of the 191 establishments analyzed, 36 give no information on vacation with pay. Under provincial legislation a worker in Quebec is entitled to a half-day for each calendar month of employment if he has worked less than a year, and in Saskatchewan, to one day for each month.

Length of Service Required	Initial Vacation			Maximum Vacation	
	Less Than 1 Week	1 Week	2 Week	1 Week	2 Weeks
<i>Under One Year</i>					
Canada.....	15	11	3	8	3
Quebec.....	7 ⁽¹⁾	2		2	
Ontario.....	4 ⁽²⁾	9	1	6	1
Prairie Provinces.....	3 ⁽³⁾		2		2
British Columbia.....	1 ⁽⁴⁾				
<i>One Year</i>					
Canada.....		119	6	125	10
Maritime Provinces.....		8		8	
Quebec.....		16		22	
Ontario.....		68		72	2
Prairie Provinces.....		9	6	6	8
British Columbia.....		18		17	
<i>Two Years</i>					
Canada.....		1		1	3
Ontario.....		1		1	
Prairie Provinces.....					3
<i>Five Years</i>					
Canada.....					5
Quebec.....					1
Ontario.....					1
Prairie Provinces.....					1
British Columbia.....					2
Total Establishments	15	131	9	134	21
		155		155	

(1) Six establishments report giving one-half day per month and one reports giving one hour per week.

(2) Three establishments report one day and the other reports one-half day per month.

(3) Two establishments give one day per month and the other gives three days after six months.

(4) This establishment gives one-half day per month.

Wooden Furniture Industry

In 1946 the wage rate index for this industry increased 71·7 per cent above the 1939 base year as indicated in the following series. The advance over the previous year of 7·7 per cent was less than the percentage increase in 1941 and 1942 prior to the establishment of the ceiling on wages.

Year	Index
1939	100·0
1940	101·7
1941	125·0
1942	139·0
1943	147·6
1944	154·8
1945	159·5
1946	171·7

Of the 156 establishments from which returns were obtained in this industry, 81 per cent were in Central Canada with more than

Wage Rates.—Wage rates for 1945 and 1946 for selected occupations in the Furniture Industry are shown in Table II. Average rates in 1946 were usually two to eight cents per hour higher than in 1945. Most workers in the industry received between 60 and 80 cents per hour.

Hours of Work.—As shown in Table III, the standard weekly working hours ranged from 40 to 55 in practically all cases with the greatest number of establishments operating 47 hours. Fourteen of the 39 establishments in Quebec work 55 hours per week; more than half of the 87 firms in Ontario work 47 hours and all the establishments in British Columbia ranged from 40 to 44 hours. The most common daily hours, Monday to Friday, were 8½ with nine and eight next in importance. In the 106 establishments work-

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE WOODEN FURNITURE INDUSTRY, 1946

—	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Manitoba and Alberta	British Columbia
Total Establishments.....	156	3	39	87	13	14
EMPLOYEES:						
Male.....	10,789	169	2,891	6,874	252	603
Female.....	1,089	4	198	673	35	179
Total.....	11,878	173	3,089	7,547	287	782

one-half located in Ontario. As shown in Table I, nearly 12,000 workers were employed in the plants covered in this analysis. Only nine per cent were female workers. Nearly two-thirds of the workers were employed in plants in Ontario and about one-quarter in Quebec. Forty-seven per cent of the employees were in 120 smaller establishments of 100 workers or less while the remainder were employed in 36 establishments each employing between 100 and 500 workers.

Collective Agreements.—Employees of 59 of the 156 establishments were under some form of collective agreement. Forty-seven per cent of the employees in the industry were covered. Two thousand one hundred employees in 25 Quebec establishments; 2,900 workers in 29 establishments in Ontario and 500 workers in five establishments in British Columbia, were reported to be under collective agreements.

ing on Saturday, the predominant hours were 4½ and four.

Approximately 3,800 employees in 50 establishments were on a five-day week at the time of the 1946 survey; 29 of these were located in Ontario, 11 in British Columbia, nine in Quebec and one in Alberta.

Thirty-three establishments reported Sunday work but this applied to very few employees, probably watchmen or maintenance workers.

Overtime, Table IV.—The most common rate for overtime in the industry was time and one-half with 68 establishments, in which total employment was 7,300, paying this rate Monday to Friday, 64 for Saturday overtime and 25 only after normal weekly hours have been worked. A considerable number of firms did not give information on overtime, particularly for Sundays and holidays.

TABLE II.—WAGE RATES IN THE WOODEN FURNITURE INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Cabinet Makers</i>			
Canada.....	.68	.73	.....
Quebec.....	.73	.78	.60— .90
Montreal.....	.77	.81	.75— .90
Ontario.....	.67	.71	.59— .87
Toronto.....	.77	.82	.65—1.00
Manitoba.....	.72	.79	.61— .95
British Columbia.....	.82	.82	.70— .90
<i>Craters and Packers</i>			
Canada.....	.56	.62	.....
Quebec.....	.51	.56	.46— .67
Montreal.....	.61	.72	.55— .88
Ontario.....	.57	.63	.55— .72
Toronto.....	.56	.59	.55— .60
<i>Finishers and Polishers</i>			
Canada.....	.61	.66	.....
Quebec.....	.54	.56	.43— .73
Montreal.....	.68	.71	.55— .87
Ontario.....	.62	.67	.73— .80
Toronto.....	.76	.78	.63— .92
Manitoba.....	.69	.75	.74— .78
British Columbia.....	.76	.81	.77— .90
<i>Machine Hands</i>			
Canada.....	.60	.65	.....
Quebec.....	.51	.55	.42— .74
Montreal.....	.66	.74	.55— .92
Ontario.....	.62	.68	.55— .80
Toronto.....	.66	.71	.55— .90
Manitoba.....	.74	.79	.60—1.00
British Columbia.....	.70	.78	.60— .90
<i>Sanders</i>			
Canada.....	.58	.62	.....
Quebec.....	.51	.54	.40— .70
Montreal.....	.....	.60	.40— .75
Ontario.....	.60	.64	.55— .75
Toronto.....	.....	.62	.55— .70
British Columbia.....	.73	.71	.55— .82
<i>Sawyers</i>			
Canada.....	.63	.68	.....
Quebec.....	.57	.59	.45— .72
Montreal.....	.70	.72	.63— .83
Ontario.....	.64	.69	.60— .80
Toronto.....	.75	.72	.55— .90
British Columbia.....	.71	.83	.80— .92
<i>Upholsterers</i>			
Canada.....	.84	.89	.....
Quebec.....	.87	.95	.71—1.12
Montreal.....	.87	.96	.71—1.12
Ontario.....	.83	.86	.64—1.11
Toronto.....	.90	.93	.80—1.00
British Columbia.....	.98	1.07	.77—1.32
<i>Yardmen and Labourers</i>			
Canada.....	.49	.55	.....
Quebec.....	.43	.48	.40— .55
Montreal.....	.48	.47	.40— .55
Ontario.....	.55	.60	.55— .67
Toronto.....	.65	.69	.55— .70
Manitoba.....	.52	.51	.50— .55
British Columbia.....	.62	.74	.60— .82

Vacations with Pay, Table V.—Vacations with pay are provided by law in a number of provinces. Of the provinces covered in this survey, Quebec, Ontario, Alberta and British Columbia workers are entitled to holidays with pay after one year of service. In Quebec provision is made for paid holidays when the length of service is less than one year. A number of establishments reported more generous provisions than were required under the legislation. Eighteen reported one week's holidays even though the length of

service was less than one year. Five reported two weeks after one year of service. In 134 establishments the paid vacation did not exceed one week and in 15 others did not exceed two weeks. Returns from seven plants did not give information under this heading.

Sick Leave with Pay.—Of the 156 establishments from which returns were received, 34 report some provision for sick leave with pay, 14 of these granting it only to salaried or office workers. Thirteen establishments make provision through group insurance schemes.

TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE WOODEN FURNITURE INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Nova Scotia and New Brunswick	Quebec	Ontario	Manitoba and Alberta	British Columbia
<i>Per Week</i>						
Total Establishments.....	156	3	39	87	13	14
40.....	11	1	3	2	1	4
Over 40 and under 44.....	10		1	2		7
44.....	28	2	2	14	7	3
45.....	8			8		
Over 45 and under 47.....	7		3	3	1	
46.....	47		2	45		
Over 47 and under 49.....	11		1	8	2	
49.....	11		7	2	2	
Over 49 and under 55.....	8		5	3		
55.....	14		14			
Over 55.....	1		1			
<i>Five-Day Week Establishments—</i>						
40.....	50		9	29	1	11
Over 40 and under 44.....	10		3	2	1	4
44.....	10		1	2		7
45.....	6		2	4		
Over 45 and under 47.....	8			8		
47.....	1		1			
47½.....	5			5		
48.....	5			5		
48½.....	1			1		
50.....	4		2	2		
<i>Per Day</i>						
<i>Monday to Friday—</i>						
8.....	31	1	3	12	8	7
Over 8 and under 8½.....	2					2
8½.....	56		5	45	3	3
Over 8½ and under 9.....	2					2
9.....	33	2	12	17	2	
Over 9 and under 9½.....	1		1			
9½.....	10			10		
Over 9½ and under 10.....	2		1	1		
10.....	19		17	2		
<i>Saturday—</i>						
Do not work (5-day week).....	50		9	29	1	11
3.....	2			2		
3½.....	1				1	
4.....	38	1	10	15	9	3
4½.....	44		4	40		
Over 4½ and under 5.....	1		1			
5.....	19	2	14	1	2	
8.....	1		1			

Production or Incentive Bonuses.—Production or incentive bonuses were reported by eight establishments and were based either on a time study of the job or on the efficiency standard of the individual. They were paid in four cases on the production of the individual alone while in the other four establishments the individual's efficiency was related to that of a group, department or entire production staff.

Shift Work.—There is very little shift work in this industry, nine establishments reporting a total of 156 men on production work on second or third shifts. Four of these do not pay any differential for shift work. Of the remainder, three are on a two-shift basis and pay a differential of five cents per hour for the second shift. Two plants on a three-shift basis report a differential of five cents per hour on the third shift only.

TABLE IV.—OVERTIME FOR PLANT EMPLOYEES IN THE WOODEN FURNITURE INDUSTRY, 1946

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	127	127	29 (1)	156	156
<i>Straight Time</i>					
Canada.....	17	17	.....	10	12
Nova Scotia and New Brunswick.....	3	3	.....	3	3
Ontario.....	8	8	.....	5	5
Manitoba and Alberta.....	5	5	.....	1	3
British Columbia.....	1	1	.....	1	1
<i>Time and One-Quarter</i>					
Canada.....	2	2	3	1	1
Quebec.....	1	1	.....	.....	.....
Ontario.....	1	1	2	1	1
Manitoba and Alberta.....	.....	.....	1	.....	.....
<i>Time and One-Half</i>					
Canada.....	68	64	25	32	37
Quebec.....	16	15	14	5	7
Ontario.....	48	46	7	27	30
Manitoba and Alberta.....	1	1	.....	.....	.....
British Columbia.....	3	2	4	.....	.....
<i>Double Time</i>					
Canada.....	.....	1	.....	8	11
Quebec.....	.....	1	.....	5	7
Ontario.....	.....	.....	.....	2	3
British Columbia.....	.....	.....	.....	1	1
<i>No Overtime Information</i>					
Canada.....	40	43	.....	105	95

(1) Includes one establishment paying straight time plus five cents per hour for overtime after weekly hours.

TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE WOODEN FURNITURE INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Of 156 establishments surveyed, seven do not give information on this subject. Under provincial legislation, a worker in Quebec is entitled to a half-day for each month of employment is he has worked less than a year, and in Saskatchewan, to one day for each month.

Length of Service Required	Initial Vacation			Maximum Vacation	
	Less Than 1 Week	1 Week	2 Weeks	1 Week	2 Weeks
<i>Under One Year</i>					
Canada.....	28	18	1	15	1
Quebec.....	10 (1)	5		3	
Ontario.....	17 (2)	13		12	
British Columbia.....	1 (1)		1		1
<i>One Year</i>					
Canada.....		97	5	119	6
Nova Scotia and New Brunswick.....		1		1	
Quebec.....		23		33	
Ontario.....		55	1	67	2
Manitoba and Alberta.....		7	4	8	4
British Columbia.....		11		10	
<i>Over One Year</i>					
Canada.....					8
Quebec (Two and Five Years).....					2
Ontario (Three Years).....					1
(Five Years).....					3
(Ten Years).....					1
British Columbia (Five Years).....					1
Total Establishments	28	115	6	134	15
		149		149	

(1) These establishments report one-half day for each month of service.

(2) Eight of these establishments require no specified service but pay for vacations at the rate of 2 per cent of annual earnings; seven allow one-half day per month; one pays for vacation at the rate of 2 per cent of earnings after three months and another grants one-half week after six months of service.

Strikes and Lockouts in Canada during August, 1947

THE time loss due to strike activity in Canada during August was more than double that recorded for July, but was much less than in August, 1946, one of the peak months of last year. The demand for increased wages continues to be the principal cause in the majority of the strikes. Preliminary figures for August, 1947, show 36 strikes and lockouts

in existence, involving 7,184 workers, with a time loss of 52,314 man-working days, as compared with 29 strikes in July, 1947, with 3,112 workers involved and a time loss of 24,355 days. In August, 1946, there were 46 strikes, involving 42,506 workers, with a time loss of 870,694 days.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1946-1947†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1947*						
January.....	12‡	12	3,302‡	3,302	28,519	0.38
February.....	13	20	17,219	33,737	199,679	2.67
March.....	10	18	792	15,931	378,057	5.05
April.....	21	26	3,151	17,480	363,886	4.86
May.....	32	43	18,053	34,013	365,424	4.89
June.....	19	31	2,844	17,201	166,370	2.22
July.....	18	29	1,707	3,112	24,355	0.33
August.....	21	36	5,755	7,184	52,314	0.70
Cumulative totals.....	146		52,823		1,578,604	2.64
1946						
January.....	13‡	13	2,957‡	2,957	18,948	0.25
February.....	16	19	3,594	3,769	11,891	0.16
March.....	22	30	4,299	6,097	45,856	0.61
April.....	22	30	4,924	7,110	45,764	0.61
May.....	29	36	46,681	47,855	566,410	7.57
June.....	25	36	31,556	70,600	933,876	12.49
July.....	33	47	28,226	50,429	915,911	12.25
August.....	20	46	5,180	42,506	870,694	11.64
Cumulative totals.....	180		127,417		3,409,350	5.69

*Preliminary figures.

‡ Strikes terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

For the first eight months of 1947 preliminary figures show a total of 146 strikes and lockouts, involving 52,823 workers, with a time loss of 1,578,604 man-working days. During this period more than 80 per cent of the time loss was due to strikes of coal miners in the Maritimes. For the same period last year there were 180 strikes and lockouts, involving 127,417 workers, with a time loss of 3,409,350 days.

Of the 36 strikes recorded for August, six were settled in favour of the workers, two in favour of the employers, four were compromise settlements, and six were indefinite in result, work being resumed pending final

settlement. At the end of the month 18 strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of composers, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946, are still continuing. A strike of food products factory workers at Vancouver, B.C., has not been declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1947⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to August, 1947

MANUFACTURING—				
<i>Animal Foods—</i>				
Dairy and poultry plant workers, Melville, Sask.	1	95	1,200	Commenced July 16; for extension of existing agreement to October 30, 1947, with provision for increased wages and reduced hours; unterminated.
<i>Fur and Leather Products—</i>				
Tannery workers, Oshawa, Ont.	1	250	5,000	Commenced July 30; for increased wages; unterminated.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Lachute Mills, P.Q.	1	60	1,000	Commenced April 10; for a new agreement providing for increased wages, union shop, two weeks' vacations with pay, and pay for six statutory holidays; unterminated; partial return of workers.
<i>Pulp, Paper and Paper Products—</i>				
Paper products factory workers, Chambly, P.Q.	2	100	2,000	Commenced April 15; for implementation of award of arbitration board providing for increased wages, two weeks' vacations with pay, check-off, pay for seven statutory holidays, etc; unterminated; partial return of workers.
<i>Miscellaneous Wood Products—</i>				
Wood products factory workers, Lachute Mills, P.Q.	1	35	500	Commenced May 5; for a new agreement providing for increased wages, pay for statutory holidays, union security, etc; unterminated; partial return of workers.
Furniture factory workers, Hanover, Ont.	3	400	3,000	Commenced June 6; for new agreements providing for increased wages, pay for nine statutory holidays, two weeks' vacations with pay, etc; terminated August 16; conciliation, provincial, and return of workers pending reference to an umpire; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1947⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to August, 1947				
Sawmill workers, Wahnapiatae, Ont.	1	50	400	Commenced July 23; alleged discrimination in lay-off of workers; terminated August 9; conciliation, provincial, and return of workers pending investigation; indefinite.
Box factory workers, Prince Albert, Sask.	1	70	70	Commenced July 25; protest against dismissal of two workers; terminated August 1; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Metal Products— Metal factory workers, Ottawa, Ont.	1	50	1,000	Commenced February 24; for a new agreement providing for increased wages, vacations with pay, union security, etc; un-terminated; partial return of workers.
Steel products factory workers, Oshawa, Ont.	1	84	700	Commenced July 16; for increased wages; terminated August 13; conciliation, provincial; compromise.
Metal factory workers, Montreal, P.Q.	2	40	200	Commenced July 31; alleged discrimination in dismissal of six workers and for imple-mentation of award of arbitration board providing for increased wages; terminated August 7; conciliation, provincial; in favour of workers.
Non-Metallic Minerals, Chemicals, etc.— Fireclay products factory workers, Acton, Ont.				Commenced June 7; alleged violation of seniority in lay-off of nine workers; ter-minated June 7; later information indicates that plant shut down for an unstated period, indefinite.
CONSTRUCTION— Buildings and Structures— Carpenters, Cornwall, Ont.	3	17	100	Commenced July 17; re date of payment of agreed wage increase; un-terminated; return of workers of two employers.
SERVICE— Business and Personal— Laundry workers, Nanaimo, B.C	1	28	200	Commenced June 9; against dismissal of two workers for being absent without leave; terminated August 9; negotiations; in favour of workers.
Waiters and bartenders, Sudbury, Ont.	7	60	270	Commenced July 28; for a new agreement providing for closed shop and increased wages; terminated August 6; negotiations; compromise.
Laundry and dry cleaning plant workers, Fort William and Port Arthur, Ont.	4	90	2,000	Commenced July 28; for a union agreement providing for increased wages and changes in working conditions; un-terminated.
Strikes and Lockouts Commencing During August, 1947				
MINING— Copper and zinc mine and mill workers, Sherridon, Man.	1	328	5,000	Commenced August 13; for a new agreement providing for increased wages and other changes, and against alleged discrimina-tion; un-terminated.
Basic refractories mine and mill workers, Kilmar, P.Q.	1	327	3,750	Commenced August 15; for a new agreement providing for increased wages; terminated August 28; negotiations; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1947⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During August, 1947				
MANUFACTURING—				
Animal Foods—				
Meat packing plant workers, Moncton, N.B.; Toronto, Ont.; St. Boniface, Man.; Moose Jaw, Sask.; Edmonton, Alta; and New Westminster, B.C.	6	3,000	12,000	Commenced August 27; for a master agree- ment providing for increased wages and other changes; untermiated.
Textiles, Clothing, etc.—				
Textile factory workers, Cornwall, Ont.	1	(3) 32	64	Commenced August 1 and 8; dissatisfaction over work load; terminated August 4 and 11; negotiations; compromise.
Miscellaneous Wood Products—				
Sash and door factory workers, Edmonton, Alta.	1	(4) 72	144	Commenced August 29; for a new agreement providing for increased wages and other changes; untermiated.
Metal Products—				
Moulders, North Sydney, N S.	1	(5) 15	300	Commenced August 1; protest against rever- sion to piece-work rates, instead of hourly rates of pay; untermiated.
Electrical apparatus factory workers, Toronto, Ont.	1	47	400	Commenced August 20; alleged discrimina- tion in lay-off of sixteen workers; untermiated.
Iron and steel mill workers, Vancouver, B.C.	5	(6) 700	4,900	Commenced August 21; for a new agreement providing for increased wages, additional union security, and other changes; untermiated.
Foundry workers, Brockville, Ont.	1	47	300	Commenced August 22; for a union agreement providing for increased wages and other changes; untermiated.
Metal factory workers, Windsor, Ont.	2	110	550	Commenced August 25; for increased wages; untermiated.
Shipbuilding—				
Plumbers and steamfitters, Montreal, P.Q.	1	240	720	Commenced August 7; Against dismissal of two shop stewards during negotiations for a new agreement; terminated August 11; conciliation, provincial; in favour of workers.
Non-Metallic Minerals, Chemicals, etc.—				
China and pottery factory workers, Medicine Hat, Alta.	1	214	3,500	Commenced August 12; for increased wages; untermiated.
Brick and tile factory workers, Medicine Hat, Alta.	1	65	700	Commenced August 19; for a new agreement providing for increased wages, reduced hours, union security, etc; terminated August 30; conciliation, provincial, and re- turn of workers pending reference to arbitra- tion; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Painters, Toronto, Ont.	1	58	29	Commenced August 8; for employment of union painters only; terminated August 8; negotiations; in favour of workers.
Labourers, Cornwall, Ont.	1	149	225	Commenced August 20; for a new agreement providing for increased wages; terminated August 21; return of workers pending settle- ment; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1947⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars(2)
	Establishments	Workers		
Strikes and Lockouts Commencing During August, 1947—Concluded				
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Electric railway, light and power plant workers, Cornwall, Ont.	2	100	200	Commenced August 2; protest against alleged delay in appointing chairman for arbitration board to consider disputed clauses in new agreement; terminated August 4; conciliation, provincial and civic; in favour of workers, chairman appointed.
<i>Other Local and Highway—</i> Truck drivers, helpers and warehousemen, Edmonton, Alta.	3	125	1, 175	Commenced August 12; for a union agreement providing for increased wages and other changes; terminated August 23; conciliation, provincial; in favour of workers.
Taxi drivers, Toronto, Ont.	1	(7) 18	18	Commenced August 12; alleged discrimination in dismissal of five drivers, and for increased wages; terminated August 13; return of workers pending certification of union as bargaining agency; indefinite.
<i>Electricity and Gas—</i> Electricians and linemen, Bridgewater, N.S.	1	9	9	Commenced August 1; against dismissal of superintendent; terminated August 1; return of workers and replacement; in favour of employer.
TRADE— Fruit and confectionery warehouse workers, Edmonton, Alta.	2	49	490	Commenced August 20; alleged discrimination in dismissal of certain workers; un-terminated.
SERVICE— <i>Recreation—</i> Lifeguards, Toronto, Ont.	1	50	200	Commenced August 9; for increased wages; terminated August 13; return of workers and replacement; in favour of employer.

⁽¹⁾Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

⁽²⁾In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 101 indirectly affected; ⁽⁴⁾ 123 indirectly affected; ⁽⁵⁾ 33 indirectly affected; ⁽⁶⁾ 177 indirectly affected; ⁽⁷⁾ 15 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1947, issue in the review "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in June, 1947, was 151 and 18 were still in progress from the previous month, making a total of 169 during the month. In all stoppages of work in progress in the period there were 59,100 workers involved and a time loss of 210,000 working days was caused.

Of the 151 stoppages which began during June, 17 arose out of demands for advances in wages; 59 over other wage questions; 10 on questions as to working hours; 23 on questions respecting the employment of particular classes or persons; 38 on other questions respecting working arrangements; one was on a question of trade union principle; and three were in support of workers involved in other disputes.

For the year 1946, the number of industrial disputes involving stoppages of work was 2,205.

There were 526,000 workers involved, with a time loss of 2,160,000 working days.

United States

Preliminary figures for July, 1947, show 300 strikes and lockouts beginning in the month, in which 500,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 4,200,000 man days. Corresponding figures for June, 1947, are 350 strikes and lockouts, involving 475,000 workers with a time loss of 3,750,000 days.

Sales and Financing of Motor Vehicles in 1946

SALES of new motor vehicles rose sharply in 1946 to approach the pre-war level, when a total of 120,044 new passenger and commercial vehicles retailed for \$193,329,005, according to the Dominion Bureau of Statistics. The total number of vehicles sold was surpassed only in the years, 1937, 1938 and 1940. The peak year was 1937 when 144,441 new vehicles were sold for \$149,170,527. Retail value of the sales made in 1946, however, was far in excess of that for the larger number of vehicles sold in 1937.

Passenger models included in the 1946 totals numbered 77,742 and had a retail value of \$102,325,496. The number of passenger car sales was exceeded in all years from 1935 to 1941, and it was the comparatively high volume of truck and bus sales made in 1946 which raised total volume for last year to the near-peak level. There were 42,302 trucks and buses sold for \$73,003,509 in 1946.

Average purchase price of new motor vehicles was considerably higher in 1946 than in any previous year for which a measurement has been made, reaching \$1,548 for passenger cars and \$1,726 for commercial vehicles. In pre-war years, the average selling price of passenger cars had fluctuated within the \$1,000 to \$1,100 range. There was a tendency for the average purchase price to move in an upward direction throughout the years 1932 to 1940, but the sharpest rise occurred in 1941 when the average reached \$1,302. Increases were more gradual in 1942 and 1943. No average selling prices of motor cars are available for 1944 and 1945, but in 1946 the figure had moved up to \$1,548.

With the reappearance of new vehicles on the retail market, operations of finance companies in the motor vehicle field expanded considerably in 1946. Nevertheless, the number of

new vehicles financed in 1946 did not approach pre-war volume as closely as did the sales of new vehicles. This condition is largely a reflection of a much higher proportion of cash purchases in 1946 than formerly. These figures do not, however, include transactions in which purchases are facilitated by direct personal loans made by banks, insurance companies or by sources other than automobile finance companies.

There were 22,866 new vehicles financed by finance companies to the extent of \$27,978,992 in 1946. Of these, 11,082 were new passenger models having a financed value of \$10,589,544 and 11,784 were trucks and buses which were financed for \$17,389,448. These results represent a sharp upturn from the drastically reduced volume of new vehicle financing in the preceding four years, but totals for 1946 remain considerably lower than in all years of the period from 1934 to 1941.

The average amount of financing per new vehicle was quite high in 1946, standing at \$1,224. Reference to earlier years reveals that the average has in some instances been less than half of this figure. Even in the five years immediately prior to the war the average ranged roughly between \$700 and \$750, although it had already amounted to \$850 by 1941.

The number of used vehicles financed increased only slightly in 1946 over 1945 and remained far below pre-war levels. This situation will continue, no doubt, until such time as production of new vehicles approaches demand and permits freer trading in used vehicles than is possible at present. Used vehicles financed totalled 30,527 units with an amount of financing of \$13,607,573. The greater part, or 22,415 units, were passenger cars which were financed for \$7,478,674.

Prices, Retail and Wholesale, in Canada, August, 1947

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

A FURTHER gain of 0.7 points to 136.6 (1935-39=100) occurred in the cost-of-living index series between July 2 and August 1, 1947. Among group changes, clothing moved 2.3 points higher to 145.5 due to increases in men's clothing followed by footwear, women's wear and piece goods. Fuel and light was 1.3 points higher at 118.6 reflecting strength in coal and coke while homefurnishings and services advanced 1.2 points to 143.7 supported mainly by higher quotations for cleaning supplies and furniture. The rise in foods of 0.8 to 160.6 reflected fractionally higher prices for a number of items including eggs, lamb and carrots. The two remaining groups were unchanged: Rentals at 117.8 and miscellaneous items at 117.2.

Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities, on the base August 1939=100, were higher between July 2 and August 1, 1947, with the exception of Toronto, which registered a decline of 0.1 to 135.0. At this centre seasonal recessions for fresh vegetables in the food series were more than sufficient to overbalance higher group indexes for clothing, homefurnishings and services, fuel and lighting and miscellaneous items. City index increases were led by a gain of 2.5 points to 135.1 for the Halifax series followed by advances of 1.4 points each to 134.9 for Saint John and 134.0 for Edmonton. Vancouver at 135.6 and Winnipeg 132.0 were each 0.5 points higher while Montreal rose 0.4 to 138.9 and Saskatoon 0.2 to 138.6. The unusually wide dispersion in city index changes in August reflected in large measure sharp seasonal fluctuations in vegetable prices, notably potatoes. At most centres higher prices were recorded for clothing, homefurnishings and services and certain miscellaneous items.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada, at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted, although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada; where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail price of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

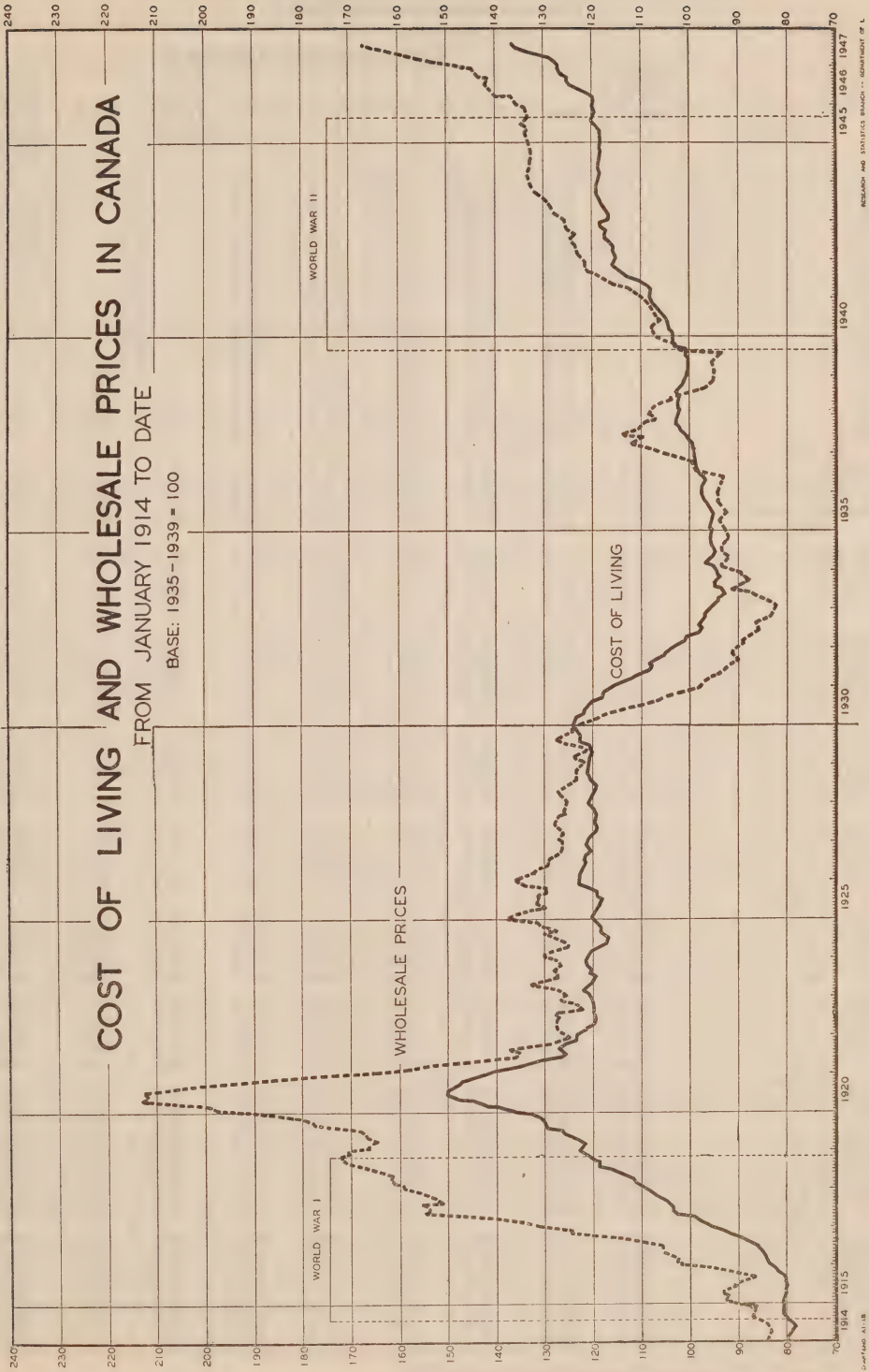


TABLE I.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.6		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		93.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.8	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	105.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	107.8	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	105.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	103.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	117.6	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August 1.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September 3.....	124.6	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October 1.....	125.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November 1.....	126.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December 2.....	126.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
Year.....	122.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....									
January 2.....	126.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February 1.....	126.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March 1.....	127.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April 1.....	129.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May 1.....	132.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June 2.....	133.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July 2.....	134.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August 1.....	135.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2

Commodities in the cost of living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST, 1947

(Base:—August 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	135.1	170.4	107.3	118.4	148.4	183.6	116.3
Saint John.....	134.9	159.4	110.7	123.1	149.1	135.4	115.9
Montreal.....	138.9	169.6	115.3	118.0	141.2	141.0	113.0
Toronto.....	135.0	156.5	114.6	130.1	150.5	141.0	118.4
Winnipeg.....	132.0	158.9	109.6	117.6	137.8	141.4	114.4
Saskatoon.....	138.6	167.0	117.3	126.2	145.3	146.8	115.5
Edmonton.....	134.0	166.5	107.0	108.4	147.7	140.0	115.4
Vancouver.....	135.6	160.5	110.1	130.0	150.7	140.6	116.0

N.B.—Indexes above represent percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE III.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August, 1939=100)

Dominion Average Retail Price Relatives With Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Aug. 1939	Dec. 1941	Jan. 1946	April 1946	July 1946	Oct. 1946	Jan. 1947	April 1947	June 1947	July 1947	Aug. 1947	Price Aug. 1947
Beef, sirloin steak.....	lb.	100.0	120.7	154.8	155.2	157.7	163.8	164.2	173.8	176.0	176.7	177.1	49.4
Beef, round steak.....	lb.	100.0	125.7	167.9	168.4	170.9	178.1	177.6	190.3	192.4	193.2	193.2	45.8
Beef, rib roast.....	lb.	100.0	125.5	175.2	175.2	178.7	186.1	185.7	199.6	202.2	202.6	202.2	46.5
Beef, shoulder.....	lb.	100.0	132.7	162.3	162.3	164.1	169.2	169.2	184.9	188.1	188.7	188.7	30.0
Beef, stewing, boneless.....	lb.	100.0	136.7	168.3	169.0	170.6	173.5	173.5	191.1	195.5	195.5	196.2	26.8
Veal, front roll, boneless.....	lb.	100.0	139.3	174.0	174.6	174.6	174.6	175.7	174.6	175.1	175.7	175.7	29.7
Lamb, leg roast.....	lb.	100.0	109.9	152.5	152.8	167.6	157.7	155.6	156.3	157.7	165.1	170.1	48.3
Pork, fresh loins, centre-cut.....	lb.	100.0	125.3	144.2	148.5	161.5	163.3	163.3	173.3	172.9	172.9	173.3	47.1
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	143.4	149.0	163.8	164.3	165.4	178.0	177.4	177.4	177.4	33.8
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	142.5	146.5	161.8	162.7	163.1	180.9	180.9	180.9	180.9	57.7
Lard, pure.....	lb.	100.0	151.3	160.5	164.0	177.2	178.1	178.9	241.2	242.1	242.1	242.1	27.6
Shortening, vegetable.....	lb.	100.0	134.7	137.5	138.2	140.3	141.0	141.0	215.3	216.0	216.0	216.0	31.1
Eggs, grade "A" large.....	doz	100.0	156.4	153.6	143.4	148.4	178.9	165.7	144.5	147.8	151.0	157.1	48.9
Milk.....	qt.	100.0	111.0	95.4	96.3	114.7	139.4	139.4	139.4	139.4	139.4	139.4	15.2
Butter, creamery, prints.....	lb.	100.0	140.5	148.7	158.2	161.2	164.8	164.8	164.8	199.3	205.1	205.6	56.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	100.0	174.6	165.9	166.3	167.8	169.7	170.7	174.4	176.6	179.6	181.1	24.2
Bread, plain, white, wrapped.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	107.9	107.9	107.9	107.9	107.9	6.8
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	124.2	127.3	4.2
Rolled oats, package.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	118.7	129.8	131.4	134.6	8.5
Corn Flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	104.3	105.4	106.5	106.5	9.8
Tomatoes, canned, $2\frac{1}{2}$ s.....	tin	100.0	129.9	137.7	137.7	138.7	152.8	168.9	170.8	170.8	171.7	171.7	18.2
Peas, canned, 2's.....	tin	100.0	117.5	121.7	121.7	121.7	128.3	131.7	132.5	132.5	133.3	134.2	16.1
Corn, canned, 2's.....	tin	100.0	128.3	131.9	132.7	133.6	139.8	146.0	147.8	147.8	148.7	149.6	16.9
Beans, dry.....	lb.	100.0	129.4	135.3	135.3	137.3	139.2	166.7	176.8	178.4	180.4	182.4	9.3
Onions.....	lb.	100.0	108.2	130.6	144.9	165.3	138.8	132.7	146.9	183.7	187.8	179.6	8.8
Potatoes.....	15 lbs.	100.0	89.9	151.5	158.2	210.7	134.1	127.1	131.7	152.7	204.3	207.6	68.1
Prunes, bulk.....	lb.	100.0	115.8	122.8	136.0	139.5	143.0	158.8	174.6	176.3	176.3	176.3	20.1
Raisins, seedless, bulk.....	lb.	100.0	104.0	108.6	123.8	127.8	125.2	128.5	171.5	172.2	164.2	140.4	21.2
Oranges.....	doz.	100.0	132.5	154.3	146.4	160.4	153.2	141.6	137.5	134.1	125.6	124.6	36.5
Lemons.....	doz.	100.0	111.3	156.0	146.2	145.5	141.5	148.9	139.1	138.2	138.5	144.9	47.1
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.1	118.7	126.6	137.6	141.3	142.5	148.0	149.8	151.6	24.9
Peaches, 20 oz.....	tin	100.0	101.5	105.1	105.6	106.9	118.8	126.4	128.9	130.5	131.0	132.5	26.1
Marmalade, orange, 16 oz.....	jar	100.0	118.3	128.9	130.3	131.8	134.0	134.8	135.5	137.0	138.4	139.9	19.0
Corn Syrup, 2 lb.....	tin	100.0	138.0	157.7	157.7	164.7	175.8	179.3	181.0	179.9	178.1	177.5	30.4
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	140.0	147.7	147.7	147.7	9.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	142.9	150.8	150.8	152.4	9.6
Coffee.....	lb.	100.0	141.6	131.7	131.7	132.5	133.4	137.3	146.4	146.7	146.7	147.6	49.9
Tea, black, $\frac{1}{2}$ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	137.1	149.3	149.3	149.3	150.3	44.2

* Descriptions and units of sale apply to August, 1947 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Roll'd oats, package, per lb.	Corn flakes, 8 oz. package
P.E.I.—																				
1—Charlottetown.....	49.2	46.3	44.3	32.3	30.8	....	47.7	48.0	....	57.0	28.3	31.9	47.7	14.0	56.9	25.0	7.3	4.6	8.0	10.4
Nova Scotia—																				
2—Halifax.....	51.9	48.4	44.1	31.6	26.5	24.3	52.4	48.7	34.1	58.2	28.9	31.6	54.9	15.0	58.7	25.0	8.0	4.6	9.9	11.0
3—New Glasgow.....	52.5	49.7	49.7	32.7	27.8	....	52.0	50.0	35.4	58.6	28.7	31.5	51.0	15.0	56.9	25.2	7.3	4.9	7.3	10.6
4—Sydney.....	52.8	47.6	39.0	32.0	28.8	....	....	49.2	36.7	59.7	28.5	31.9	55.7	16.0	58.7	26.5	7.3	4.6	9.1	10.8
5—Truro.....	51.4	48.4	47.5	31.7	28.7	....	53.0	47.6	35.0	58.5	30.0	30.9	51.0	14.0	56.6	24.7	6.7	4.9	9.4	10.3
New Brunswick—																				
6—Fredericton.....	53.0	48.7	49.0	31.5	28.0	31.0	51.2	45.9	34.3	57.7	28.6	31.3	50.1	15.0	58.1	25.2	7.3	4.8	7.6	10.1
7—Moncton.....	51.5	48.4	50.4	31.1	28.6	30.0	51.1	48.4	34.6	60.5	28.3	31.1	53.4	15.0	58.1	25.4	8.0	4.5	9.4	10.5
8—Saint John.....	51.9	48.7	43.5	30.5	26.9	30.0	51.8	48.9	34.9	57.7	28.3	31.7	54.1	16.0	58.8	25.4	7.3	4.2	8.1	10.1
Quebec—																				
9—Chicoutimi.....	48.3	47.2	48.0	33.7	26.3	....	....	47.3	37.6	57.3	29.5	....	52.0	15.0	54.9	24.8	6.0	4.3	....	10.5
10—Hull.....	45.7	43.4	45.1	31.0	25.7	30.4	48.0	45.4	33.2	58.6	28.2	30.4	49.4	15.0	53.9	23.0	6.0	3.8	8.4	9.6
11—Montreal.....	48.3	45.1	47.0	30.3	26.7	29.9	48.0	45.3	34.3	58.9	29.1	31.2	51.1	15.5	55.2	23.3	6.0	3.8	9.1	9.9
12—Quebec.....	49.2	45.7	47.2	30.4	25.6	29.9	45.7	41.7	35.2	55.5	28.6	31.0	50.2	15.0	55.4	24.0	5.5	3.7	8.6	10.1
13—Saint Hyacinthe.....	43.3	39.7	40.0	29.9	23.6	32.4	43.7	44.2	33.1	53.8	27.5	29.6	47.7	14.0	54.8	23.2	5.3	4.1	9.5	9.9
14—Saint Johns.....	50.3	....	47.3	32.3	31.3	....	....	....	....	59.4	28.7	31.3	51.6	14.0	55.2	24.4	5.3	4.1	9.1	10.0
15—Sherbrooke.....	51.7	47.6	44.9	31.7	26.0	33.4	47.7	45.2	33.0	55.3	26.8	30.9	51.7	15.0	55.0	23.5	6.0	4.2	8.9	10.0
16—Sorel.....	48.7	44.3	45.6	29.3	26.2	....	....	44.7	33.3	56.9	29.3	30.8	47.0	14.0	54.5	24.0	5.3	4.0	8.9	10.0
17—Thetford Mines.....	45.6	44.1	40.3	32.7	24.1	....	....	42.7	31.6	47.0	29.0	30.4	47.8	14.0	54.9	23.4	6.0	4.1	7.9	9.9
18—Three Rivers.....	47.7	44.3	43.5	31.9	25.5	30.0	47.3	44.2	33.6	58.1	28.9	29.7	51.4	15.0	53.4	22.8	6.0	3.9	8.9	10.1
Ontario—																				
19—Belleville.....	50.0	46.0	48.8	29.2	27.0	....	48.2	47.6	33.0	59.4	27.8	30.7	44.6	15.0	56.4	22.9	6.7	4.2	7.9	9.6
20—Brantford.....	50.7	47.1	47.9	30.7	27.0	30.8	50.2	48.5	34.0	58.6	27.6	30.7	47.2	15.0	56.0	24.2	6.7	4.2	8.2	9.8
21—Brockville.....	52.3	48.7	50.7	31.4	27.2	....	49.3	46.3	32.8	60.5	27.7	29.9	47.0	15.0	55.6	24.0	6.3	4.0	8.8	9.8
22—Chatham.....	49.0	45.6	47.8	29.9	26.9	....	47.0	48.7	34.6	58.3	27.1	31.1	45.8	15.0	55.7	23.2	6.7	4.1	7.6	9.2
23—Cornwall.....	51.6	48.3	49.5	30.7	30.3	....	....	47.6	36.6	59.2	28.1	30.6	48.7	15.0	55.3	23.3	6.0	3.9	7.8	9.9
24—Fort William.....	48.6	45.0	46.6	28.9	27.1	....	50.0	49.3	....	57.5	27.2	29.9	51.9	16.0	56.3	24.4	6.0	3.9	8.1	9.1
25—Galt.....	50.0	46.8	48.4	29.8	26.0	....	50.7	49.3	33.7	59.5	27.9	30.5	46.4	15.0	56.3	23.4	6.7	4.1	9.1	9.7
26—Guelph.....	50.3	46.7	48.3	30.3	27.9	34.5	52.3	49.0	35.3	57.8	27.2	30.7	47.2	15.0	56.7	23.1	6.0	4.1	8.8	9.7
27—Hamilton.....	49.4	46.1	48.4	30.5	27.4	30.8	50.1	48.6	33.4	59.0	27.3	30.8	48.3	16.0	56.7	23.4	6.0	4.2	8.8	9.5
28—Kingston.....	51.4	46.6	48.3	30.5	26.7	32.3	49.3	48.2	33.1	58.1	27.5	30.6	49.0	15.0	55.7	23.0	6.0	4.2	8.6	9.9
29—Kitchener.....	49.7	46.0	49.4	29.9	26.5	32.2	47.1	48.4	33.6	58.2	27.3	30.7	45.5	15.0	55.9	23.3	6.7	4.1	8.2	9.6
30—London.....	50.0	45.9	47.6	30.5	26.8	32.5	50.3	48.8	33.1	58.3	27.1	30.5	46.7	15.0	56.6	23.4	6.0	4.2	8.7	9.4
31—Niagara Falls.....	48.1	44.5	46.6	28.8	25.3	....	....	46.7	32.8	58.8	27.2	30.6	50.5	15.5	56.2	24.3	6.0	4.1	7.9	9.5
32—North Bay.....	49.6	46.1	48.2	30.0	27.4	....	51.0	48.0	....	58.7	27.6	30.8	53.2	16.0	56.9	24.1	6.7	4.2	9.5	10.1
33—Oshawa.....	49.1	47.1	50.0	29.5	26.4	30.0	....	48.6	33.8	58.4	27.4	30.5	47.9	15.0	56.0	23.1	6.0	4.1	8.4	9.4

COAL AND RENTALS BY CITIES, AUGUST, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 24's (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$		
18-9	16-8	17-5	9-3	9-7	53-3	20-2	24-0	44-2	67-6	50-6	....	41-7	34-3	9-7	9-2	59-8	43-0	.....	12-90	25-00-29-00(b)	1
18-6	16-5	17-4	10-0	8-7	69-6	19-0	22-6	44-5	53-0	52-6	25-0	40-5	32-6	9-5	9-5	55-0	43-3	.....	14-25	28-00-32-00	2
.....	15-8	17-3	10-4	8-8	71-7	21-3	18-6	42-5	54-1	50-6	....	41-0	33-4	9-5	9-5	57-1	43-0	.....	.....	16-00-20-00	3
18-3	16-5	17-1	10-1	9-4	75-8	19-7	21-3	43-8	55-7	52-6	....	41-6	33-1	9-8	9-7	56-1	42-8	.....	10-20	18-00-22-00(b)	4
18-5	16-4	17-4	10-7	9-0	82-0	21-1	21-0	35-8	56-9	51-8	....	40-3	33-4	9-6	9-7	56-2	43-0	.....	13-00	.....	5
20-2	17-1	17-4	8-9	9-6	57-1	17-4	24-8	42-3	56-4	51-7	....	42-2	33-3	9-5	9-4	56-5	43-1	.....	15-50	21-00-25-00(b)	6
18-6	16-8	17-0	9-1	8-6	61-4	17-4	21-8	39-5	54-6	51-0	....	40-0	32-4	10-0	10-0	55-6	43-5	.....	14-80	27-00-31-00(b)	7
17-9	16-0	16-5	8-9	8-7	53-2	18-4	20-4	42-3	51-8	50-3	26-7	40-4	32-2	9-5	9-3	54-4	44-5	.....	14-27	21-00-25-00(b)	8
17-8	15-9	17-7	8-6	10-2	45-9	15-0	23-0	46-9	55-0	53-5	....	....	34-7	9-5	9-2	58-8	45-0	20-15	.....	.....	9
17-8	14-6	16-7	8-6	8-3	65-1	17-3	23-1	30-8	44-8	47-4	24-7	35-8	30-1	9-3	9-2	49-9	44-4	18-75	.....	15-50-19-50	10
16-6	15-2	15-7	10-5	9-0	55-9	20-1	21-9	37-5	41-1	48-2	26-0	39-2	30-8	9-0	9-0	52-6	46-3	19-25	.....	24-50-28-50(b)	11
17-7	15-8	16-4	9-8	9-6	63-1	21-1	22-7	34-4	47-4	48-6	26-4	41-2	32-1	9-1	9-0	49-4	45-9	18-50	.....	28-50-32-50(b)	12
15-6	15-1	15-3	10-7	9-3	65-8	18-8	23-8	40-0	44-1	49-3	26-3	37-0	32-1	9-0	8-9	47-3	45-7	18-75	.....	16-50-20-50(b)	13
16-5	16-3	15-9	9-1	9-0	66-0	21-0	22-0	39-0	49-0	51-0	....	41-8	33-0	8-9	8-8	49-0	46-3	18-50	.....	.....	14
17-3	15-2	16-8	9-8	9-1	60-5	21-3	24-1	35-4	44-3	49-7	26-7	41-0	32-6	9-0	9-0	47-8	44-5	19-40	.....	21-00-25-00(b)	15
16-7	14-9	16-3	10-3	9-2	64-8	19-4	22-1	40-7	44-7	49-4	25-7	39-9	33-7	9-0	8-7	52-2	45-0	18-37	.....	.....	16
18-0	15-1	17-1	9-6	9-0	77-4	20-8	22-8	51-0	50-0	51-5	....	40-2	....	9-0	8-6	52-6	44-5	21-00	.....	.....	17
17-0	15-1	16-1	9-1	9-1	63-1	20-1	25-3	37-3	47-2	50-1	25-0	39-4	34-2	9-3	9-0	53-8	45-9	18-50	.....	20-50-24-50(b)	18
16-7	15-5	16-5	8-3	9-4	75-1	19-6	24-2	33-7	42-6	49-1	....	35-7	30-2	9-4	9-3	48-0	44-6	18-10	.....	.....	19
17-4	15-7	16-4	8-8	8-4	66-4	20-6	19-3	36-6	42-8	47-5	....	35-4	28-6	9-3	9-2	49-4	44-2	18-00	.....	22-50-26-50	20
17-7	15-6	16-1	.....	9-7	69-1	21-7	20-0	38-2	46-5	....	....	38-3	29-7	9-2	9-1	50-1	45-4	18-50	.....	.....	21
17-1	16-5	.....	8-1	7-9	55-3	20-3	19-0	32-7	43-1	47-7	....	36-4	....	9-7	9-6	47-7	44-4	19-00	.....	22-50-26-50	22
17-7	17-4	.....	.....	9-7	72-9	18-7	19-0	29-6	42-8	....	....	37-2	29-0	9-1	9-1	48-9	44-6	19-50	.....	24-00-28-00(b)	23
17-5	16-1	16-1	8-4	8-2	78-4	20-4	22-1	35-6	48-3	48-2	25-6	40-6	28-8	9-8	9-8	48-0	43-1	16-80	.....	26-50-30-50	24
18-0	16-0	.....	8-8	8-9	63-6	20-9	19-7	33-7	42-6	46-3	....	33-5	29-3	9-3	9-1	48-1	44-5	18-50	.....	23-00-27-00	25
.....	16-2	.....	8-4	8-6	71-7	20-8	21-8	32-3	43-5	47-4	....	35-2	28-9	9-5	9-4	48-7	44-7	18-25	.....	22-50-26-50	26
17-2	15-8	.....	8-5	8-4	68-3	20-1	20-5	41-4	42-5	48-3	....	35-9	28-8	9-1	9-1	48-2	44-7	17-50	.....	27-50-31-50	27
16-9	15-6	15-9	9-0	9-2	72-0	20-9	21-1	38-2	44-3	49-3	....	37-0	28-8	9-1	9-0	49-2	44-7	18-50	.....	31-00-35-00	28
17-5	16-1	16-2	8-8	8-6	63-2	21-2	20-5	36-6	44-1	46-8	25-0	35-5	29-5	9-5	9-4	46-8	45-4	18-50	.....	27-50-31-50	29
17-3	15-8	16-6	8-1	7-9	58-8	20-1	19-4	32-3	43-3	47-1	25-9	36-4	28-1	9-4	9-2	48-8	44-7	20-00	.....	27-00-31-00	30
17-6	14-8	.....	8-4	8-5	60-8	20-0	19-0	36-3	44-9	47-8	....	36-1	29-6	9-4	9-5	48-0	45-7	17-25	.....	26-00-30-00	31
18-3	16-7	.....	8-6	9-1	69-7	22-7	20-5	35-5	54-2	....	....	39-5	30-5	10-0	9-9	54-3	44-7	19-50	.....	23-00-27-00	32
17-1	15-2	.....	8-9	7-9	63-1	20-6	18-4	35-6	44-2	48-2	....	36-7	27-7	9-6	9-3	52-1	45-3	18-00	.....	27-00-31-00	33

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef						Pork													
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, oz. package
34—Ottawa.....	49.4	46.4	48.4	29.9	26.7	30.0	49.9	47.6	33.3	58.5	28.2	30.3	50.7	15.0	55.1	23.4	6.7	3.9	8.5	9.8
35—Owen Sound.....	49.7	46.1	47.9	30.3	26.4	....	....	49.0	35.6	57.4	27.5	30.8	44.4	15.0	55.7	23.0	6.0	4.1	7.0	9.5
36—Peterborough.....	51.0	47.3	48.3	30.6	27.6	32.0	49.0	47.0	32.8	57.2	27.2	30.6	46.3	15.0	55.3	23.8	6.0	4.3	9.2	9.3
37—Port Arthur.....	49.0	45.4	46.0	29.2	27.0	....	48.2	49.0	36.0	60.6	27.5	29.9	51.4	16.0	56.4	24.3	6.3	4.1	7.6	9.5
38—Saint Catharines.....	49.4	45.9	48.1	30.7	27.4	31.0	49.0	48.8	32.6	58.7	27.6	30.9	49.6	15.5	56.2	23.6	6.0	4.2	8.6	9.4
39—Saint Thomas.....	49.9	46.8	48.4	30.7	27.5	31.3	....	49.2	34.7	58.4	27.4	30.7	46.6	15.0	56.9	23.6	6.0	4.4	8.7	10.0
40—Sarnia.....	50.3	46.1	47.8	30.9	27.1	....	48.0	48.1	33.0	57.7	27.3	31.5	48.2	15.0	56.8	23.8	6.0	4.2	9.0	9.8
41—Sault Ste. Marie.....	50.4	46.1	45.6	30.1	27.3	....	50.0	49.0	....	57.8	27.8	30.1	52.5	16.0	55.8	23.7	6.7	4.0	8.2	9.2
42—Stratford.....	47.8	45.0	47.6	30.4	26.6	....	....	45.8	32.7	58.1	27.6	31.5	45.2	15.0	55.7	23.2	5.3	4.0	8.8	9.9
43—Sudbury.....	47.9	44.3	44.0	31.5	27.3	28.0	44.5	46.7	36.0	57.4	27.8	31.0	50.9	16.0	56.5	23.7	6.7	4.1	8.6	9.8
44—Timmins.....	49.9	46.5	47.8	29.9	28.0	29.3	48.0	47.7	....	58.1	27.9	30.6	51.9	17.0	56.5	24.7	6.7	4.2	8.7	9.9
45—Toronto.....	50.1	46.9	49.4	31.0	27.0	30.6	51.0	49.1	33.0	59.1	27.8	30.4	49.8	16.0	56.1	22.7	6.7	4.3	8.9	9.6
46—Welland.....	48.4	45.8	45.1	29.2	25.7	28.0	....	47.7	34.4	57.4	27.8	30.7	50.3	16.0	56.0	23.7	6.7	4.1	8.6	9.5
47—Windsor.....	49.2	45.9	47.9	30.3	27.0	....	49.9	48.8	34.6	57.1	27.0	30.2	47.9	16.0	55.4	23.0	6.0	4.1	9.1	9.5
48—Woodstock.....	50.3	47.7	48.0	31.3	28.3	....	....	48.3	34.3	57.7	27.5	30.9	46.7	15.0	56.3	23.1	6.0	4.0	8.7	9.7
Manitoba—																				
49—Brandon.....	48.2	43.6	45.0	27.8	26.0	....	45.7	48.4	33.8	57.0	25.4	32.0	47.0	13.0	54.8	24.7	7.1	3.9	6.5	9.8
50—Winnipeg.....	48.0	43.7	40.7	27.9	26.0	28.4	46.3	46.1	35.0	57.2	25.4	30.8	49.6	14.0	55.2	23.8	8.0	3.7	8.5	9.4
Saskatchewan—																				
51—Moose Jaw.....	45.6	42.2	41.8	27.0	24.2	....	44.3	43.6	30.2	55.4	25.3	33.7	45.4	14.0	55.7	24.9	7.2	4.0	7.8	9.3
52—Prince Albert.....	43.4	41.6	41.0	27.2	24.3	28.0	41.0	41.0	30.0	55.6	26.0	31.4	46.0	14.0	56.8	24.4	6.0	4.2	7.6	9.7
53—Regina.....	45.8	42.6	42.9	26.6	24.2	29.0	46.7	44.3	31.7	55.4	25.6	33.5	45.9	14.0	56.2	24.6	6.8	4.0	6.7	9.9
54—Saskatoon.....	47.5	43.5	44.5	27.9	25.2	28.0	46.2	44.5	32.8	56.0	25.3	32.1	46.7	14.0	56.0	24.2	7.2	3.8	7.4	9.5
Alberta—																				
55—Calgary.....	47.3	43.5	44.6	27.3	25.4	27.1	44.2	44.7	30.7	57.4	24.9	31.1	49.8	14.0	57.3	24.6	7.2	3.9	7.4	9.8
56—Drumheller.....	46.8	42.8	43.5	26.6	23.6	24.0	....	44.7	32.0	55.4	26.4	32.3	46.5	14.0	58.0	24.8	8.0	4.4	10.8	9.8
57—Edmonton.....	47.5	42.7	43.6	27.3	27.0	26.5	43.7	45.7	32.7	56.0	25.1	31.7	47.6	14.0	56.9	24.3	7.2	3.9	8.2	9.5
58—Lethbridge.....	47.3	43.5	41.3	26.7	25.7	27.3	43.3	45.5	31.7	58.0	24.8	32.3	49.9	14.0	57.2	24.3	8.0	4.0	7.3	9.5
British Columbia—																				
59—Nanaimo.....	53.2	48.9	51.4	30.6	27.8	....	50.5	....	....	59.5	28.8	32.7	46.9	16.0	58.1	26.7	9.0	4.3	8.7	10.0
60—New Westminster.....	50.4	45.9	47.9	28.8	26.7	....	48.4	47.3	33.3	57.4	28.4	31.2	45.4	14.0	57.9	25.3	8.5	4.1	9.1	9.8
61—Prince Rupert.....	50.5	48.0	50.3	29.0	27.0	....	50.0	....	....	57.8	28.2	33.5	51.6	19.0	60.1	28.2	10.0	4.9	10.1	10.4
62—Trail.....	50.1	45.7	47.5	29.0	27.0	29.7	48.1	....	....	57.7	27.2	33.7	49.9	17.0	59.1	27.1	9.0	4.0	7.8	10.0
63—Vancouver.....	51.1	46.2	48.8	29.7	26.9	28.7	45.5	47.8	35.7	59.4	28.0	31.0	46.6	14.0	57.7	25.6	9.6	4.1	8.4	10.0
64—Victoria.....	50.5	47.1	48.7	29.5	26.8	29.6	48.7	48.6	35.3	60.2	28.5	32.0	46.9	15.0	58.4	25.7	9.0	4.2	8.8	9.7

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS
1926=100

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	May 1947	June 1947	July 1947
All commodities	64.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.0	103.6	108.7	125.3	127.8	129.1
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	111.4	111.8	113.5
II Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	100.0	59.4	74.6	92.1	107.9	114.5	128.0	129.6	129.4
III Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.0	91.3	69.7	70.0	91.0	91.8	97.0	123.9	131.1	132.2
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	132.3	161.0	162.8	165.0
V Iron and Its Products.....	68.9	136.9	168.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	133.7	134.8	135.0
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	64.3	71.3	77.7	79.8	88.0	115.1	126.9	131.1
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	111.4	113.0	114.4
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	103.9	110.9	110.8
Classified according to purpose—														
I Consumers' Goods.....	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	112.5	116.5	117.5
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	118.1	119.1	120.5
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.0	91.1	76.0	77.2	92.2	94.6	96.8	108.7	114.8	115.5
II Producers' Goods.....	67.7	133.3	164.8	98.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	125.6	128.5	129.4
Producers' Equipment.....	55.1	81.9	108.6	104.1	100.0	94.6	86.0	95.4	105.7	119.1	121.2	130.4	130.8	131.5
Producers' Materials.....	69.1	139.0	171.0	98.2	100.0	96.3	60.5	67.6	81.1	98.7	104.0	125.1	128.2	129.2
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	127.3	134.8	160.2	164.0	165.5
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.0	95.9	57.5	63.9	76.6	93.8	98.8	119.2	122.1	123.1
Classified according to origin—														
I Farm.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	108.8	110.4	111.5
A. Field.....	70.1	129.0	146.0	95.9	100.0	105.5	61.0	75.5	91.6	101.6	107.6	125.2	126.3	126.9
B. Animal.....	64.1	132.6	160.6	88.0	100.0	100.8	51.0	64.3	72.8	109.7	111.9	118.5	119.2	120.1
II Marine.....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.9	92.1	131.7	144.0	145.8	151.9	149.5
III Forest.....	60.1	89.7	151.3	106.8	100.0	93.7	63.0	78.0	95.6	119.2	131.3	159.6	161.6	163.7
IV Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	103.8	115.8	118.8	120.2
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.5	128.1	129.3	131.0
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.0	93.0	70.2	75.3	88.8	94.0	98.8	113.4	115.6	116.2

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is included in Table I.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527 became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, July, 1947

The general index of wholesale prices advanced 1.3 points to 129.1 between June and July, 1947. Six of the eight major groups were higher led by a gain of 4.2 points to 131.1 in the non-ferrous metals series. In this group firmer quotations for copper, aluminum sheet, lead ingots and lead pipe outweighed an easier tone for silver. Wood, wood products and paper moved up 2.2 points to 165.0 supported by higher prices for cedar shingles, wood pulp, maple lumber and wrapping paper while vegetable products advanced 1.7 to 113.5 when strength in potatoes, Ontario winter wheat, lemons and raisins overbalanced weakness in raw rubber, oranges, bananas and rosin. Higher prices for coal tar, window glass, fuel oil, sand, gravel and crushed stone were responsible for a gain of 1.4 to 114.4 for non-metallic minerals while textile products rose 1.1 to 132.2 due to strength in rayon fabrics, woollen cloth, sisal rope and linen thread prices and iron products 0.2 to 135.0 following a gain in sheet steel quotations. Two series worked lower, animal products receding 0.2 to 129.4 mainly due to weakness in livestock quotations while chemical products were off 0.1 to 110.8 reflecting declines in copper sulphate and quinine sulphate which outweighed strength in anhydrous ammonia and caustic soda.

There was a further gain in the index for Canadian farm product prices at wholesale from 119.2 in June to 120.1 in July. Higher field product prices were responsible, an index for this series moving up 2.5 to 106.6 due to strength in potatoes, Ontario winter wheat and hay. Animal products on the other hand dropped 1.7 points to 142.7 reflecting lower livestock prices which outweighed minor advances in hides and eggs.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at Quarter ended June 30, 1947

IN the accompanying tables, which have been prepared by the Department of National Health and Welfare, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating. Under the Old Age Pensions Act a pension is payable to any British subject of 70 years or over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

The administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935. By a second Order in Council, P.C. 5942, dated September 7, 1945, the administration was transferred from the Department of Finance to the Depart-

ment of National Health and Welfare from September 1, 1945.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

* Amended by Orders in Council P.C. 6367, August 10, 1943, P.C. 3376 and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT JUNE 30, 1947

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia	Ontario
Act (Dominion) operative as from ..	Aug. 1, 1929	Sept. 1, 1927	Sept. 1, 1928	July 1, 1936	Mar. 1, 1934	Nov. 1, 1929
Number of pensioners	12,811	18,400	13,774	13,571	15,613	65,975
Average monthly pensions	24.09	24.19	24.51	22.79	22.81	24.52
*Percentage of pensioners to total population	1.60	1.83	1.89	2.83	2.55	1.61
*Percentage of persons 70 years of age or over to total population	3.63	5.08	4.26	4.58	5.39	5.06
*Percentage of pensioners to population 70 years of age or over	44.18	36.08	44.43	61.69	47.31	31.72
Dominion Government's contribution for quarter ended June 30, 1947	\$688,425 86	\$986,535 34	\$737,176 20	\$689,236 97	\$794,816 33	\$3,571,950 31
Amounts charged to Demobilization and reconversion for quarter ended June 30, 1947, and included in Dominion Govt.'s contributions for the same period	\$144,657 93	\$207,261 20	\$153,176 22	\$153,903 69	\$176,602 46	\$738,060 10
Dominion Government's contributions from inception of the Old Age Pensions Act	\$27,236,639 45	\$37,649,065 30	\$34,174,454 01	\$19,851,358 59	\$28,164,998 92	\$160,645,989 28
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of the Old Age Pensions Act	\$1,954,549 67	\$2,725,723 74	\$2,149,324 85	\$1,900,288 33	\$2,191,987 05	\$9,810,188 92
Charged to War Appropriation	\$1,108,453 38	\$1,539,387 85	\$1,256,559 03	\$1,007,715 09	\$1,160,792 77	\$5,496,719 84
Charged to War Expenditure and Demobilization Appropriation	\$135,169 18	\$188,444 44	\$144,384 66	\$143,617 85	\$167,128 57	\$697,642 68
Charged to Demobilization and Reconversion	\$710,927 11	\$997,891 45	\$748,381 16	\$748,955 39	\$863,975 71	\$3,615,826 40

	P.E.I.	Quebec	Saskatchewan	N.W.T.	Totals
Act (Dominion) operative as from ..	July 1, 1933	Aug. 1, 1936	May 1, 1928	Jan. 25, 1929	
Number of pensioners	2,140	54,906	14,396	17	211,603
Average monthly pension	19.41	24.03	24.32	24.71	
*Percentage of pensioners to total population	2.28	1.51	1.73	1.14	
*Percentage of persons 70 years of age or over to total population	6.38	3.28	3.86	1.52	
*Percentage of pensioners to population 70 years of age or over	35.67	46.14	44.99	9.29	
Dominion Government's contribution for quarter ended June 30, 1937	\$91,426 23	\$2,942,613 78	\$777,652 23	\$1,226 00	\$11,281,059 25
Amounts charged to Demobilization and reconversion for quarter ended June 30, 1947, and included in Dominion Government's contributions for the same period	\$18,285 25	\$602,373 72	\$162,840 57	250 06	\$2,357,411 20
Dominion Government's contributions from inception of the Old Age Pensions Act	\$3,009,604 41	\$91,291,746 87	\$33,096,640 47	\$36,813 88	\$435,157,311 18
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of the Old Age Pensions Act	\$246,465 10	\$8,489,493 41	\$2,284,855 56	\$2,671.29	\$31,755,457 92
Charged to War Appropriation	\$141,252 62	\$4,955,916 70	\$1,325,022 81	\$1,358 34	\$17,993,178 43
Charged to War Expenditure and Demobilization Appropriation	\$16,765 61	\$571,954 48	\$153,643 42	\$215 31	\$2,218,966 20
Charged to Demobilization and Reconversion	\$88,446 87	\$2,961,622 23	\$806,189 33	\$1,097 64	\$11,543,313 29

*Percentages based on the estimated population as at June 1, 1946—Dominion Bureau of Statistics.

PENSIONS IN RESPECT OF BLINDNESS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS IN RESPECT OF BLINDNESS IN CANADA AS AT JUNE 30, 1947

	Alberta	British Columbia	Manitoba	New Brunswick	Nova Scotia
Act (Dominion) operative as from.....	Mar. 7, 1933	Dec. 1, 1937	Sept. 1, 1937	Sept. 1, 1937	Oct. 1, 1937
Number of pensioners.....	285	376	395	761	690
Average monthly pension.....	24.51	24.49	24.76	24.65	24.23
*Percentage of pensioners to total population.....	.036	.037	.054	.159	.113
Dominion Government's contributions for quarter ended June 30, 1947.....	\$15,779 87	\$20,702 71	\$22,447 42	\$42,466 45	\$37,372 02
Amounts charged to Demobilization and Reconversion for quarter ended June 30, 1947 and included in Dominion Government's contributions for the same period.....	\$3,242 00	\$4,198 95	\$4,563 10	\$8,662 45	\$7,795 09
Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$398,400 03	\$566,777 84	\$583,279 02	\$1,252,152 99	\$1,075,018 27
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$44,336 31	\$58,904 58	\$62,895 71	\$118,299 52	\$102,892 31
Charged to War Appropriations.....	\$25,340 82	\$34,386 71	\$36,303 69	\$67,359 37	\$56,644 86
Charged to War Expenditure and Demobilization Appropriation.....	\$3,017 21	\$3,846 04	\$4,244 21	\$8,300 03	\$7,669 40
Charged to Demobilization and Reconversion.....	\$15,978 28	\$20,671 83	\$22,347 81	\$42,640 12	\$38,578 05

	Ontario	P.E.I.	Quebec	Saskatchewan	N.W.T.	
Act (Dominion) operative as from.....	Sept. 1, 1937	Dec. 1, 1937	Oct. 1, 1937	Nov. 15, 1937	Mar. 30, 1938	Totals
Number of pensioners.....	1,634	119	2,742	381	1	7,384
Average monthly pension.....	24.71	22.81	24.65	24.79	25.00	.....
*Percentage of pensioners to total population.....	.040	.127	.076	.046	.008	.....
Dominion Government's contributions for quarter ended June 30, 1947.....	\$92,609 11	6,036 10	\$155,268 83	\$21,736 21	\$75 00	\$414,493 72
Amounts charged to Demobilization and Reconversion or quarter ended June 30, 1947 and included in Dominion Government's contributions for the same period.....	\$19,009 63	\$1,207 22	\$31,842 79	\$4,423 88	\$15 00	\$84,960 11
Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$2,651,689 55	\$162,643 89	\$4,007,972 00	\$564,305 45	\$325 00	\$11,262,564 04
Amounts charged to War Appropriation, War Expenditure and Demobilization Appropriation and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$255,976 80	\$17,262 07	\$436,626 05	\$59,713 73	\$65 00	\$1,156,972 08
Charged to War Appropriation.....	\$144,827 80	\$10,030 78	\$251,329 01	\$34,700 66	.....	\$660,923 70
Charged to War Expenditure and Demobilization Appropriation.....	\$18,122 10	\$1,181 78	\$29,458 58	\$3,949 64	.....	\$79,788 99
Charged to Demobilization and Reconversion.....	\$93,026 90	\$6,049 51	\$155,838 46	\$21,063 43	\$65 00	\$416,259 39

*Percentages based on the estimated population as at June 1, 1946—Dominion Bureau of Statistics.

industry be consulted by the employers concerning any proposed group movement of D.P.'s. This is very important, particularly where there is in effect a collective bargaining agreement.

Under the group movement plan 725 woodworkers had arrived in Canada at July 31, 1947. During August and September 1,468 D.P.'s arrived in Canada for this type of employment.

The limiting factor in group movements of D.P.'s at the present time is the extreme shortage of ocean transport. However, arrangements have been made to provide transportation for a minimum of 5,000 D.P.'s during the three-month period of October to December. Teams are now engaged in Germany and Austria in the selection of woodworkers, domestic workers, heavy labourers (particularly for the steel mills), and craftsmen for the clothing industry, pending the availability of shipping.

Exclusive of the program for recruiting displaced persons, Canada has already admitted 4,500 Polish veterans who volunteered to come to this country to work in agriculture.

In addition, approximately 1,500 Dutch immigrants have come to Canada to work in agriculture. These were admitted under a section of the existing regulations which permits the entry of farm labourers with assured farming employment. These people sailed from Holland on ships provided by the Government of the Netherlands.

From the British Isles have come a total of 5,630 persons in the months of May and June.

The woodworkers who have already arrived are being housed in woods camps which are inspected to insure that living conditions are satisfactory. Under agreement between the Government and the employers they are receiving the going wages and are employed under the same general conditions as regular Canadian woodsmen.

Consolidation of Wartime Labour Relations Regulations

The Department of Labour has prepared and issued a consolidation of P.C. 1003 and its effective amendments to date.

The consolidation will make for convenience and clarity in view of the number of amendments which have been made in the Regulations since February 17, 1944, the date of promulgation, and particularly in view of amendments made under P.C. 302 of January 30, 1947, which, in one regard, restricted the application of the legislation to matters within Federal jurisdiction.

Combines Investigation Commission and price decontrol

As price controls have been removed inquiries have been made by the Combines Investigation Commission in connection with changes in prices of certain commodities to find out whether such changes had occurred under conditions of active competition. Such inquiries have resulted from information submitted by consumers or representatives of labour organizations as well as from information secured by the Commission in its examination of trade conditions. Detailed investigations have been made where there have been indications of price agreement, marked uniformity of prices or of price increases, or apparently unwarranted price increases. In certain cases inquiries have been made in anticipation of decontrol where there seemed to be a possibility that private price-fixing agreements might replace government price control.

A number of inquiries have been made in connection with recent increases in the price of bread and flour in different areas. Other inquiries have been undertaken in regard to increases in prices of other decontrolled commodities. In some cases the conditions complained about had been corrected by the time of the investigation while in some others there was a change in policy as soon as examination was made of the local situation.

(A summary of the present status of price controls appears elsewhere in this issue, on page 1545).

Dominion- provincial old age pensions agreements

New agreements under the Old Age Pensions Act as amended at the recent session of Parliament have been signed with all the provinces, according to an announcement by the Hon. Paul Martin, Minister of National Health and Welfare issued on September 12.

By proclamation of the Governor-General-in-Council dated September 9, the changes in the Act were effective from May 1. All provinces in their new agreements were thus enabled to take advantage of the benefits authorized by the legislation from that date.

The amended Act obligates the Federal Government to pay 75 per cent of the net cost of pensions up to a maximum of \$30 per month per pensioner and leaves the provinces free to pay additional amounts over that rate.

During the past few years six provinces—British Columbia, Alberta, Saskatchewan, Manitoba, Ontario and Nova Scotia—have been paying supplemental allowances in addition to the basic pension. The allowances varied as between provinces, the highest being \$10 per month.

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Many of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1947			1946		
	Sept.	August	July	Sept.	August	July
Employment—						
Index ¹		192.6	189.5	175.5	172.8	173.6
Labour force.....000				4,977		
No. employed.....000				4,860		
No. employed, paid workers.....000				3,229		
Unemployment—						
No. unemployed (labour force survey).....000				117		
Unplaced applicants.....No.	85,957	98,902	114,528	144,590	160,552	178,904
Unfilled vacancies.....No.	110,468	90,034	95,252	117,263	106,396	120,819
Unemployment insurance claims.....No.	37,350	41,877	47,817	61,822	68,535	82,382
Unemployment in trade unions.....%			0.8			1.3
Earnings and Hours—						
Index aggregate weekly payrolls ²		178.4	173.8	145.6	143.1	141.9
Per capita weekly earnings.....\$		36.50	36.15	32.72	32.64	32.25
Average hourly earnings.....Cents		81.3	80.8	70.6	70.0	70.0
Average hours worked per week.....		42.4	42.0	42.7	43.0	42.4
Prices—						
Wholesale index ¹		130.8	129.1	109.2	109.3	109.7
Cost of living index ³	139.4	136.6	135.9	125.5	125.6	125.1
Industrial Production⁴						
Mineral production ⁴		167.4	171.3	152.1	149.7	153.5
Manufacturing ⁴		108.1	110.7	102.7	95.5	98.5
Electric power ⁴		177.2	180.6	160.5	157.8	161.7
Retail sales, unadjusted.....		174.0	184.4	155.2	164.3	168.2
Retail sales, adjusted ⁵		223.9	217.1	207.7	215.0	195.4
Wholesale sales, unadjusted.....		237.0	236.1	213.8	220.8	212.0
Wholesale sales, unadjusted.....		270.1	276.0	259.5	260.2	249.3
Production—						
Electric power.....000 k.w.h.		3,641,746	3,750,881	3,265,860	3,439,934	3,422,826
Construction contracts awarded.....\$000	76,164	70,380	72,515	44,816	50,414	67,673
Pig iron.....tons		166,878	157,153	45,078	46,494	64,472
Steel ingots and castings.....tons		233,754	232,341	76,564	88,729	135,914
Inspected slaughterings, cattle.....No.		118,371	108,234	154,233	166,550	123,771
Hogs.....		137,985	300,326	216,104	217,912	256,802
Flour production.....000 bbl.		2,412	2,265	2,228	2,159	2,164
Newsprint.....tons		377,941	379,731	330,063	370,676	357,027
Cement, producers' shipments.....000 bbl.		1,252	1,252	1,141	1,231	1,352
Automobiles and trucks.....No.		*15,659	*21,907	11,543	12,293	17,221
Timber scaled in B.C.....000 F.B.M.				331,968	330,675	256,577
Gold.....oz.		260,891	261,397	229,904	231,200	239,554
Copper.....000 lb.		36,069	39,450	28,847	29,947	31,009
Lead.....000 lb.		27,224	28,103	29,042	30,094	31,660
Nickel.....000 lb.		19,836	19,579	15,961	15,437	16,241
Zinc.....000 lb.		33,418	36,055	38,564	39,163	39,551
Coal.....000 tons		1,211	1,200	1,427	1,346	1,153
Distribution—						
Trade, external, excluding gold.....\$000		429,400	466,400	328,013	409,218	352,878
Imports, excluding gold.....\$000		204,600	226,800	156,096	163,224	161,615
Exports, excluding gold.....\$000		221,300	236,600	169,779	242,700	188,706
Railways—						
Car loadings, revenue freight ⁵.....Cars	323,735	304,550	304,144	310,752	289,950	269,213
Banking and Finance—						
Common stocks, index ³	104.0	105.5	107.4	104.4	116.9	119.1
Preferred stocks, index ³		153.5	155.4	151.4	157.9	157.5
Bond yields, Dominion, index ³	84.0	83.9	83.8	84.9	85.0	85.1
Cheques cashed, individual accounts.....\$000		5,236,326	6,123,898	5,891,000	4,866,540	5,546,863
Bank loans, current, public.....\$000		1,749,626	1,715,050	1,235,806	1,209,705	1,190,154
Money Supply.....\$000		7,476,749	7,430,239	7,232,000	7,120,600	7,097,300
Circulating media in hands of						
public.....\$000		1,098,993	1,072,109	1,079,500	1,079,800	1,051,200
Deposits, notice.....\$000		3,774,019	3,689,470	3,524,100	3,465,700	3,410,900
Deposits, demand.....\$000		2,058,155	1,125,613	2,265,300	2,148,200	2,197,100
Other.....\$000		545,585	542,777	363,100	426,900	438,200

¹ Base 1926=100. ² Base, June, 1941=100. ³ Base, 1935-1939=100. ⁴ Revised for the years 1935 to present and available in the *Monthly Review of Business Statistics* for May, 1947. ⁵ Figures are for four-week periods.

* Factory shipments.

An unmarried old age pensioner may now have an outside income, including pension, of \$600 per year instead of the former maximum of \$425, and a married pensioner is allowed \$1,080 a year, including pension, in place of \$850.

These provisions are expected to add approximately 60,000 additional old age pensioners to the lists at a cost to the federal treasury of about \$20,000,000 per year. Total cost to Ottawa for pensions for the aged and for civilian blind under the new legislation is expected to be \$68,000,000 per year.

For civilian blind pensioners the eligible age for pension has been cut from 40 to 21 years. Permissible outside income of blind pensioners has been increased. For a single blind pensioner the maximum amount he may receive, including pension, has been increased from \$500 to \$720 a year. The maximum income, including pension, which a married blind pensioner may receive has been increased from \$925 to \$1,200 where the spouse is sighted and from \$1,000 to \$1,320 when the spouse is also blind.

With government assuming greater responsibility for maintenance to blind persons, private organizations assisting the blind will be free to concentrate their energies and funds on treatment, training and rehabilitation programs for the blind, Mr. Martin said.

The new residence provision of the amended Act will permit many persons to be eligible for pension who, under the former legislation, would have been disqualified because of absences from Canada during the 20 years immediately preceding their application.

Another important change will benefit a considerable number who have come to Canada from other countries and who for one reason or another have not been able to qualify for pension under the former Old Age Pensions Act on account of the nationality requirement.

Employment and industrial statistics

The accompanying table contains the latest available statistics reflecting industrial conditions in Canada. Figures are shown for certain months in the current year as compared with the corresponding period in 1946.

Employment at August 1 was at an all-time high, while per capita weekly earnings continued to rise. Wholesale prices were up somewhat, and the cost-of-living index recorded the sharpest monthly increase since May, 1920.

Employment and Earnings—

The index of industrial employment, calculated by the Dominion Bureau of Statistics,

stood at 192.6 at August 1, reaching an all-time maximum. At July 1, the index was 189.5. The indexes at the beginning of August in preceding years were: 1946, 172.8; 1945, 175.0; 1944, 184.3; 1943, 185.9 and 1942, 177.8. General improvement was noted in the major industrial divisions at the date under review as compared with the beginning of August a year ago when industrial disputes seriously affected the situation, especially in manufacturing. A comparison with the later years of the war, however, shows that the improvement was confined to the non-manufacturing industries.

There were considerable increases in manufacturing and in most of the non-manufacturing classes, as compared with the previous month of employment. The exception was trade, in which no general change was indicated. The large additions in construction were above average. In manufacturing, there were substantial increases in the food, lumber, and pulp and paper industries while there were declines in leather, textile, rubber, and electrical apparatus plants. The movement was favourable in all provinces at August 1, but in terms of percentages, the largest gains were in the Maritime Provinces and British Columbia.

Reports from 17,910 employers showed combined staffs of 1,984,123 persons, an increase of 1.6 per cent from the total reported at July 1. The advance was accompanied by a 2.6 per cent rise in weekly salaries and wages. Payrolls distributed by the reporting firms at the beginning of August rose to \$72,417,149 from \$70,560,704 reported at July 1. The weekly average per employee at the date under review was \$36.50; at July 1, the figure was \$36.15. Per capita figures at August 1 in earlier years were: 1946, \$32.64; 1945, \$32.09; 1943, \$31.06 and 1942, \$28.62. In the last 12 months, the indexes of employment and payrolls have risen by 24.7 per cent and 11.5 per cent, respectively. Average weekly earnings in the same period advanced 11.8 per cent.

Prices.—The general index of wholesale prices, based on the 1926 average as 100, was 130.8 in August, as compared with 129.1 in July and 109.3 in August, 1946. Seven of the component sub-groups showed increases while one, chemical products declined 0.4 points, from 110.8 to 110.4. The index of vegetable products advanced 1.5 points from 113.5 in July to 115.0 in August, while the index of animal products rose 2.2 points, from 129.4 to 131.6 in the same period. Increased prices for raw wool and wool cloth were reflected in

the index of textile products which increased from 132.2 to 134.1. The index of wood products advanced from 165.0 to 165.8, while higher wholesale prices for pig iron, steel plates and sheets caused the index of iron products to rise 1.8 points, from 135.0 to 136.8. A slight increase of 0.5 points was noted in the index of non-ferrous metals. The index of non-metallic minerals increased by 2.9 points, from 114.4 to 117.3, reflecting increased prices for imported coal, kerosene, salt and building stone. The index of producers' goods rose from 129.4 in July to 131.4 in August, while the index of consumers' goods advanced from 117.5 to 118.9. The index of Canadian farm products moved slightly downward from 120.1 to 120.0.

The cost-of-living index, based on average prices for the years 1935 to 1939 as 100, rose 2.8 points to 139.4 between August 1 and September 2, 1947. This was the sharpest monthly increase since May, 1920.

Substantial increases in prices for foods, clothing, and home furnishings and services were the principal factors in the advance of the index. A gain of 4.7 points in the food series reflected, among other items, advances for butter, eggs, meats, tea, coffee, lemons and oranges. The clothing group rose to 152.0 due to increases in men's and women's wear, notably overcoats, topcoats and suits. Substantial advances in furniture, floor coverings, and home furnishings were the main factors in the increase of 3.7 points to 147.4 in the home furnishings and services group. Scattered increases for coal and coke raised the fuel and light group 2.5 points to 121.1, while higher health and personal care costs moved the miscellaneous group of items up 0.3 to 117.5. Rentals at 117.8 was the only group remaining unchanged. The advance in the general index since August, 1939, was 38.3 per cent.

The agreement between the International Ladies' Garment Workers' Union and the Winnipeg Ladies' Cloak and Suit Manufacturers summarized elsewhere in this

Unusual features of recent collective agreements

issue in the article *Recent Collective Agreements*, contains two unusual features; one, the establishment of a vacation, sick benefit and/or hospitalization fund into which the employers contribute 5 per cent and the union one per cent of the total weekly payroll; the other, union discipline of members for absenteeism and for changing jobs, without just cause, from one employer in the industry to another, during the busy season. This agreement also

illustrates a feature again being introduced into a number of agreements since the lifting of wage controls, that of making provision for changes in wages in accordance with the changes in the cost of living index.

The agreement, also summarized in the same article, between the United Rubber, Cork, Linoleum and Plastic Workers of America and the Dominion Rubber Company Ltd., at Kitchener, Ontario, has the "open-end wage clause" which provides that although the agreement itself runs for a fixed period, it may be reopened by either party on 30 days' notice for negotiation, if changes in general economic conditions warrant this.

This same agreement contains a clause which is recently becoming more common, the payment to hourly paid workers, at the regular wage rate, for certain statutory holidays on which they do not work.

Discontinuance of Government aid for repatriation to Japan

The Honourable Humphrey Mitchell, Minister of Labour, announced on September 5, that the Government had decided to discontinue the provision for financial assistance which

had been given to persons of the Japanese race desiring to leave Canada and go to Japan. Under this provision, the Government had provided free passage for Japanese from Canada to Japan together with a landing grant payable to persons who had no funds. (L.G., Feb., 1947, p. 122.)

The Minister stated that these provisions for financial assistance had been in effect since December, 1945, that approximately 4,000 Japanese had taken advantage of this offer and proceeded to Japan. After review of the existing situation the Committee of Cabinet on Japanese Dispersal had decided to discontinue this provision for financial assistance.

Dr. Allon Peebles retires from Labour Department

The Honourable Humphrey Mitchell, Minister of Labour, announced on September 25 the retirement of Dr. Allon Peebles, Director of Research and Statistics, Department of Labour, who has entered private enterprise in Chatham, Ontario.

In making the announcement the Minister paid tribute to Dr. Peebles' services to the country through his work with the Unemployment Insurance Commission and his organization of the Research and Statistics Branch, the work of which involves the collection, analysis and publication of information on wage rates,

strikes and lockouts, collective agreements and a host of other labour matters.

A native of New Westminster, B.C., Dr. Peebles was educated at the University of British Columbia, University of California and Columbia University, New York.

From the latter university he received his Ph.D in Economics in 1930. From 1928 to 1932 he was involved in research work in the United States. In 1932 he returned to Canada as Branch Manager in London, Ont., for a life insurance company, remaining in this position until 1935 when he was invited to British Columbia as an adviser on health insurance and chairman of the British Columbia Health Insurance Commission.

In 1941 he was appointed Executive Director of the Unemployment Insurance Commission in Ottawa and in 1943 he was appointed Director of the Research and Statistics Branch of the Dominion Department of Labour, which position he held until his retirement.

Report on labour and living conditions of Polish girls at Dionne mills

A report to the Minister of Labour by Mr. Victor Podoski in regard to 100 Polish girls from displaced persons camps now working at the Dionne Spinning Mills, St. Georges de

Beauce, P.Q., was made public by the Minister on September 23. Mr. Podoski was formerly Minister Plenipotentiary and is now an employee of the Department of Labour.

Mr. Podoski gives a detailed account of his visit to St. Georges, describing the living and working conditions of the girls.

Under the terms of the contract signed with each of the girls in Europe the company assumed responsibility for transportation costs (shared with the Intergovernmental Committee on Refugees), and agreed to provide work for two years, to pay the current rates of pay in the province, and to assure other conditions granted to spinning mills in Quebec.

The girls undertook to remain in the company's employ for at least two years; the proviso was made, however, that this period might be reduced by mutual agreement.

The company undertook to pay only the minimum wage rates set by the Quebec Minimum Wages Commission in the weekly pay envelopes, stipulating that the balance between the minimum and the current rates would be handed over to the girls after two years.

Mr. Podoski reports that the minimum zonal wage rate for apprentices or inexperienced workers is 18c per hour. The company, however, from the start paid the girls 21c per hour

in their pay envelopes, and deposited in their special account the difference between this amount and the 25c current rate. "Thus the weekly envelope usually brings the girl the same sum: \$9.87 which is 21c x 48 hrs., less a deduction of 21c a week for the unemployment insurance (so far the only deduction for insurance). Sometimes the envelope contains less —when the girl worked less hours (Labour Day or insufficient supply of the raw material)."

Some of the girls have subsequently been raised to a 30c or 32c current rate, which brings their special account to \$5.28 a week; and some are beginning to be paid on a piece work basis and save around \$7, in addition to \$9-\$10 received in cash.

Mr. Podoski reports that the plant is modern and well-equipped, and that the girls like their work.

They live at the Foyer, along with about 30 French Canadian girls.

"Though run by nuns it is not a convent." The bedrooms are occupied by 4, 3, 2 girls, or one girl, who pay \$5.50, \$5.75, \$6.00 or \$6.50 accordingly. The sum includes three meals a day.

Mr. Podoski describes the living conditions of the girls, their problems arising out of language difficulties, etc., and their treatment. He concludes as follows:

"I am convinced that even in the cases when the girls felt hurt or indignant there was no ill-intention towards them. On the contrary, the purpose was to assist them in taking the first steps in Canadian life and to protect them from danger. The vast majority of the girls understand it . . .

"My own conviction is that the labour conditions of the Polish girls are quite satisfactory, that living conditions are very good, and that the treatment is absolutely fair and truly Christian."

Joint organization of labour and farmers in Manitoba

Representatives of the Winnipeg Labour Council (CCL) and of the Manitoba Federation of Agriculture and Co-operation met in Winnipeg on September 11

to make plans for a joint organization to promote better understanding between farmers and industrial workers.

It was agreed unanimously that the co-operative movement provided the best medium for creating and fostering unity between the two groups. The representatives felt too, that an interchange of delegates and the promotion of the purposes of the proposed organization through the periodicals published by each

group, would develop better understanding between labour and agriculture. A provisional committee was named to draw up the aims and objects of the joint organization. Other labour union groups, teacher associations and other interested bodies, will be invited to join, with a view to broadening and strengthening the base of the new movement.

Conventions of labour organizations

Conventions of Canada's three leading trade union organizations were held during the latter part of September and early in October. The proceedings of these conventions and the resolutions adopted will be summarized in the November issue of the *LABOUR GAZETTE*.

Richmond H. Neilson, Labour Department Official, dies in Ottawa

The death of Richmond H. Neilson, prominent official of the Department of Labour, occurred in Ottawa on October 5. Mr. Neilson was one of the organizers of the National War Labour Board in 1940. For some time he was Secretary of the Board and later was made its Chief Executive Officer. When the Board was discontinued in 1946, he was assigned by the Minister of Labour, Hon. Humphrey Mitchell, to write a history of the Board's activities and he was engaged in this work at the time of his death.

Mr. Neilson was born at Arnprior, Ontario, 62 years ago, and commenced his business career with the Bank of Ottawa at Carleton Place, Ontario. Subsequently he became manager of several of the Bank's branches in Ontario, Saskatchewan and the Maritimes. Later he was made general manager of the Eastern Trust Company at Halifax, a position he held for several years. He was an authority on Better Business Bureaus and Credit Associations and, following his experience with the Eastern Trust Company, managed Better Business Bureaus in several centres in Canada.

Report on organization in industry, commerce and professions

The "Thirteenth Report on Organization in Industry, Commerce and the Professions in Canada, 1947" was issued recently by the Dominion Department of Labour.

The report was prepared by the Information Branch of the Department and provides a general guide to the main organizations in the various industries, commercial associations and the professions throughout Canada. Details covering the purely local bodies or branches have been eliminated. It is one of

a series originated in 1921 and published annually until 1937, when it was discontinued until after the war. As ten years have elapsed since the publication of the twelfth report, considerable research was involved in the preparation of the current volume.

It is a book of 267 pages, includes a carefully compiled index and not only lists thousands of important Canadian organizations, but gives the names and addresses of their executive officers. It should prove useful as a reference work in business and government offices, libraries and newspapers. Copies may be obtained from the Department of Labour, Ottawa, at 50 cents each.

Emergency order for night work in U.K. factories

To aid in spreading the electricity load, the Minister of Labour and National Service of the United Kingdom has made, under the Emergency Powers, an Order for staggering hours in factories.

Under the Order a wide variety of arrangements for staggering working hours is permitted. Double day-shift working by women and young persons over 16 is made possible, and three-shift working by women over 18 and boys over 16.

The Factories (Hours of Employment in Factories using Electricity) Order, 1947, in force on September 22, applies only to factories where electricity generated outside the premises is used for purposes other than ventilation and lighting.

The Order allows a District Inspector of Factories to permit exemption on certain conditions from the provisions of the Factories Act which restrict the hours of employment of women and young persons. An earlier start or a later finish for day work may be allowed than is ordinarily permitted by the Act. Women and young persons between 16 and 18 may begin at 6 a.m., instead of 7 a.m., or may end at 11 p.m., instead of 8 p.m., and those under 16 years of age may finish work at 6.30 instead of six.

Women and young persons over 16 may work more than 48 hours a week, but not more than an average of 48 a week over two consecutive weeks, or over a period which the Inspector considers reasonable. Work may be permitted on Saturday afternoons or on Sundays provided that another day is substituted.

Night work on not more than six nights a week may be permitted to women and to young persons between 16 and 18. The maximum hours of night work are 48 in a week and nine in a night, or 10 hours if only five nights are worked. The period of employment

on any night may not exceed 11 hours, or 12 if not more than five nights are worked. Work may not begin before 7 p.m. or finish after 8 a.m.

U.K. agreement for public holidays in construction

A scheme for ensuring pay for public holidays for workers in the British building and civil engineering contracting industries was completed on June 25, 1947, by

agreement between representatives of the employers and workers concerned.

The plan was to start operation from September 1, 1947. Administration rests in the Building and Civil Engineering Holidays Scheme Management Limited, to be called the Management Company. Differences over interpretation of the agreement will be settled by the Holidays With Pay Joint Industrial Board, which was established by an earlier agreement.

Each worker will have a numbered Public Holidays Book containing detachable Public Holiday Cards. Public Holidays credits will be made by the employer affixing stamps purchased by him from the Management Company which also supplies the Holiday Books. The worker will carry the book with him from one job to another.

Credit for each week worked will be 2s. except in the case of operatives under 18 for whom it will be 1s. 6d. Payment of credits to operatives will be made by the employer on the pay day immediately preceding the locally recognized holiday. The holidays are Easter Monday, Whit Monday, August Bank Holiday and Boxing Day. These may be substituted for or supplemented in some districts.

U.S. state laws curb jurisdictional disputes

Designed to encourage disputing unions to settle their own differences, laws have been enacted in 1947 by six American States to curb strikes arising out of jurisdictional disputes.

This legislation is summarized in *Labour Information Bulletin*, September, 1947, of the U.S. Department of Labour. Such controversies involve two or more unions each of which claims the right to a particular work or kind of work.

In California and Massachusetts an injunction may be issued to prevent a strike of this kind and, also, picketing in connection with such a strike. The California law declares such a strike to be unlawful, and damages may be recovered by any person injured as a result of such a strike. In Massachusetts, if

the parties to a jurisdictional dispute have submitted it to arbitration and one party fails to carry out the award, an injunction may be issued restraining a strike or picketing.

In Michigan, special machinery is provided for the settlement of jurisdictional disputes through mediation and arbitration. The Pennsylvania Labour Relations Act and the Wisconsin Employment Peace Act were amended to declare such a strike an unfair labour practice. The Pennsylvania law relates to a union or its agents who conduct a strike or boycott or engage in picketing because of a jurisdictional dispute, and the Wisconsin Act, to an employee alone or acting with others in promoting or engaging in a jurisdictional strike. In Missouri the law declares it to be the duty of the parties to such a dispute to settle it without a work-stoppage and, if necessary, to submit the matter to arbitration. If the dispute is not settled or referred to arbitration, the State Industrial Commission, at the request of one of the parties, may investigate it and make a binding determination of all the matters involved.

U.S. legislation on disputes in public utilities

Ten American States have passed laws this year for the settlement of industrial disputes in public utilities.

They are Florida, Indiana, Massachusetts, Michigan, Missouri, Nebraska, New Jersey, Pennsylvania, Virginia and Wisconsin. Texas prohibits picketing and sabotage in connection with public utilities.

Compulsory arbitration which entails the prohibition of strikes and lockouts is called for in the seven States of Florida, Indiana, Michigan, Nebraska, New Jersey, Wisconsin, and Pennsylvania. This provision, however, applies, under most of the laws, only if a strike or lock-out will interrupt essential services. Massachusetts and Virginia laws require postponement of strike action until after inquiry. Florida, Michigan, Missouri, Nebraska, New Jersey, Pennsylvania permit injunctions to enforce the orders of the arbitration board.

In most cases a special tripartite arbitration board is to be appointed by the governors after mediation efforts have failed. Severe penalties for violations are set out.

The States of Massachusetts, Missouri, New Jersey, and Virginia authorize the governor to take over and operate a public utility if there is danger of a strike. The Virginia law specifies that the State shall receive 15 per cent of the net profit of operating the public utility while it is under State control.

**Joint time
study teams held
successful**

Business Week of August 30 discloses the history of a management - labour time study and production-methods department at the Oliver

Iron and Steel Corporation of Pittsburg, which is reported to be regarded by the company as highly satisfactory. The company in 1940, in order to allay labour suspicion toward the function of a desired time-study department, submitted the idea of a jointly manned unit to the United Steelworkers (CIO) which bargains for the corporation's 1,500 production workers. Accepted by the Union, this establishment has been reaffirmed in all subsequent contracts.

Currently the department consists of four full-time joint study teams. When a vacancy occurs in a labour-occupied position, the local submits to the management a list of applicants from which one is selected. The new member is trained by the Department on theory and practical application before undertaking duties, during which time the company continues to pay his salary.

In regard to implementation of decisions, several steps are provided for in the event of either the union or management registering opposition. When a time-study decision is opposed, the team may be ordered to restudy the job, it may be handed to another team or, if necessary, all four teams may make different studies. Usually, it is claimed, a bargaining session resolves the more contentious problems.

The article states that the management is satisfied that more harmony among the employees is created by a better understanding of the purposes of time-study and method changes. Apart from a walkout during the nation-wide steel strike of 1946, no interruptions of production have occurred at the plant. Also, the article states the corporation is sure that the effect on productivity is equally favourable.

**Ford Company
institutes
administrative
training course**

The Ford Motor Company has set up a five-year course to train supervisory employees for higher administrative positions. Leading to the degree of Bachelor of

Science in Industrial Management, the course is based on a program combining work at Ford and at Wayne University's School of Business Administration, at Detroit. Sixty-three Ford supervisory employees have already started on their first year's courses, some of which are taken at the university during evening hours, but most of which are conducted at the Ford

plant after regular working hours with study outlines approved by the university.

The candidates take the courses while carrying on regular working schedules, are paid their regular salaries during the entire five years, and have their tuition paid by the company. The program is open to any supervisor who has been with Ford for five years who meets specified requirements of age, previous training, demonstrated administrative capacity and the ability to meet college entrance requirements.

The aim of the combined program of study and work is to develop men who will be equipped to step into administrative positions in manufacturing industry.

**Conference
to seek
family
security**

A National Conference on Family Life will be held at the White House, Washington, next May, under the auspices of President Truman and with the support

of 110 national organizations.

The Conference will function under a board of directors made up of 35 representatives of labour, business, the professions, and religious and civic groups. Its chairman will be Mr. Eric Johnston, President of the Motion Picture Association of America, and its vice-chairman, Mr. Boris Shishkin, economist, the American Federation of Labour.

Mr. Johnston described the work of the conference as follows: "First, it will take stock of the family in the modern post-war world. Second, it will develop guideposts for voluntary programs of action which would help achieve greater security for the family and all its members, including mental and emotional as well as physical and economic security."

**Tripartite
industrial
conference
held in
Australia**

During August, the representatives of Government, labour and management in Australia met in conference to fashion an industrial program aimed at stepping up production to the equivalent

of a wartime basis. The conference agreed that the two major obstacles to the realization of such an objective were coal and manpower, and accordingly directed that an appeal be issued for increased coal production and a return to industry of men and women war workers to help alleviate production shortages. Of particular significance was the departure of the trade union and Government delegates from their long standing opposition to incentive wage systems. In the case of the trade

unionists, however, this concurrence was accompanied by a demand that employers' books of accounts be opened for inspection to ensure that any such system be adequately policed. A suggestion from the employers that all strikes be eliminated for a period of three years was rejected by the trade union delegates.

The results of the conference were embodied in seven conclusions as follows:

(1) To attain essential increases in production, all must co-operate. More efficient management, up-to-date plant and machinery and elimination of waste through reduction of labour turnover and absenteeism are necessary.

(2) The two major bottlenecks, coal and manpower, must be overcome.

(3) Complete understanding between controllers of enterprise and representatives of workers is essential to maintain free and private enterprise, which "in the past and at present is the major avenue for providing work."

(4) Industrial disputes must be reduced to a minimum through use of the established system of conciliation and arbitration. Conciliation should be exercised to the fullest before resort is made to arbitration.

(5) The Australian Council of Trade Unions is prepared to make a complete investigation into modern incentive systems in the interests of higher production. Employers will supply information and assistance.

(6) Though the conference has indicated varying viewpoints on policy and principle, it has enabled labour and management to state their views and the reasons for them in a free and frank manner.

(7) The parties agree to advise each other on matters which they feel should be considered by the conference so they may be able to investigate them with a view to decisions being reached when this conference meets.

Measures to remedy conditions in coal industry in N.S. Wales

A joint scheme for regulation of the coal mines of New South Wales by Commonwealth and State Governments was incorporated in the *Commonwealth Coal Industry Act, 1946*, and a

statute of like title passed by the New South Wales Legislature.

The Chairman of the new Joint Coal Board outlined the immediate policy. The Board must remedy the industrial and financial instability at present characterizing the industry.

To render employment more attractive the

Board plans to improve working and living conditions. It is hoped that confidence can be restored by having regard to the rights of the employer, the worker and the public.

Officers with experience in the industry will be stationed in the main coal fields, thus making for close contact with all phases of the work. A Chief Welfare Officer will be appointed with special responsibility for ensuring comfortable working conditions. The dust problem is to be attacked at once. Measures for lightening physical labour are to be introduced with all possible speed. The general standard of amenities will be considered, largely with respect to improved living conditions and community and recreation facilities in the coal fields.

The administration of the Acts is entrusted to a Joint Coal Board consisting of a chairman and two other members to be appointed for a period not exceeding seven years. Generally, the duties of the Board are to ensure adequate production of coal, conservation and development, equitable and efficient distribution at prices fair to the public and economical to industry, and to safeguard the workers. The Board has power to supervise the type of equipment to be used, to classify and grade coal, regulate marketing and distribution facilities, to ensure the health and safety of the workers, including the adoption of sound welfare practices, and to regulate employment, training and recruitment to the industry.

The Board may provide for the conduct of research into the industry. It can acquire and sell coal. Notably, it is enabled to acquire ownership or assume control of the management and operation of a coal mine. It is, also, authorized to institute Workmen's Compensation Insurance schemes. No form of industrial conscription is permitted.

To settle industrial disputes, a Coal Industry Tribunal is established, consisting of a practising barrister or solicitor of the High Court or of the Supreme Court of Australia of not less than five years' standing. The Tribunal is to act in accordance with equity, good conscience and the substantial merits of the case and is not bound by rules of evidence.

Local Coal Committees appointed by the Tribunal are to supplement the work of the superior body and may refer matters to it. For each mine a Conciliation Committee may be established to deal with grievances and it may refer matters to the Local Coal Committee.

French machinery makers must furnish safety devices

March, 1947.

The French Labour Code prohibits the sale or hiring of machines or parts of machines which are dangerous for the workers and for which there are safety devices of recognized effectiveness unless the machines or parts are equipped with such devices. By a decree of May 28, 1946, it is stipulated that this section of the Labour Code applies to the following:

- (1) Parts of machines comprising control and transmission equipment such as: connecting rods, flywheels, wheels, shafts, gearing, friction cones or cylinders, chains, cams and slides forming an integral part of any kind of power-driven machine, with the exception of equipment for the purpose of coupling to another machine or for picking up mechanical power;
- (2) Parts of machines comprising accessible elements forming projections on the moving parts of these machines, such as: setscrews, bolts, keys, bosses and ribs.

It applies also to eleven groups of machines, those used in the food industry, rubber and plastic industries, paper making and allied industries, printing industry, textile industry, to laundry machinery, leather-working machinery, wood-working machinery, metal-working machinery, and concrete mixers, and to machines in the tile, brick and pottery industries.

A Committee set up by the Minister of Labour and Social Welfare is to determine and to certify the effectiveness of the protection afforded by the safety devices. Builders, vendors and hirers of machines must provide the Minister with all the information and undertake all tests which the Committee may require. From the date on which this section of the Labour Code is applied to particular types of machines or particular parts, vendors and hirers will be required to furnish purchasers with a certificate to the effect that the machine or part conforms to the type certified by the Committee.

Fees for medical examinations for employment

under the Factories Act, 1937.

An order issued by the British Minister of Labour and National Service raises from October 1 next, the fees to be paid to Examining Surgeons for their duties

Regulations to ensure safe working near dangerous machines and machine parts have been made by the French Minister of Labour according to the *ILO Industrial Safety Survey*, January-

Subject to any agreement concerning fees between the Examining Surgeon and the occupier of a factory, the Order fixes the Surgeon's fees for examination of persons employed in certain dangerous trades and of young persons. For the examination at the factory of young persons under 16, all of whom must have medical certificates before they may be employed, or of boys between 16 and 18 who may be permitted to work on shifts in the iron and steel industry and in paper and glass making, or for examinations at the factory which are made by order of the Factory Inspector when he considers that a person under 18 is in employment prejudicial to his health or to the health of others, the Examining Surgeon is to receive 7s. 6d. for the first, and 4s. for each other person examined on the occasion of any one visit to the factory, and in addition, if the distance between the factory and the Examining Surgeon's office is more than two miles, 2s. for each mile or odd fraction of a mile by which the distance exceeds two miles. For examination at the Surgeon's residence, or at some other place appointed by him and approved by the Chief Inspector of Factories, he is to receive 4s. per person.

For duties carried out in connection with the examination of persons employed in processes connected with lead or other dangerous trades, including the making of entries in registers, issue of certificates, and such other duties as may be required by the Regulations, when the examination is at the factory or other place of employment, the fee is 7s. 6d. for the first person and 2s. 6d. for each other person examined on the occasion of any one visit to the factory and in addition, the same mileage rate as in the case of examination of young persons. For such examinations at the Surgeon's office or other approved place, the fee is 2s. 6d. for each person examined.

These fees do not cover any special examinations of the blood, X-ray examinations and so on, or other special investigations undertaken in connection with the examinations of employed persons on particular occasions or in particular instances.

Legal status of unions and employers' groups in Turkey

Under a Turkish law of February 22, 1947, the status of labour unions and employers' associations, was defined in detail, the August issue of the U.S. *Monthly Labour Review* reports. Previous to 1936 Government policy was to discourage social groupings not connected to the

Government Party, the article states. In June of 1936, a basic Labour Code of the Republic was passed providing for the representation of labour in the settlement of industrial disputes; however only labour delegates for individual establishments—not labour unions—were authorized to exercise this function. A law promulgated in 1938 expressly prohibited associations based on occupational lines. This was modified in 1946 to the extent of granting general permission for various types of organizations, including labour unions to be formed.

As defined by the 1947 measure, the purpose of the associations includes mutual aid, protection of common interests and representation of members. Neither employer groups or unions are permitted to engage in any sort of political activity. Failure to observe such restriction carries penalties of permanent and temporary suspension. Federations (similarly constrained from political activity) may be joined with the consent of two-thirds of the membership of the local organization.

The law limits union membership to manual workers, and only during term of actual employment. Membership is voluntary; contrary provisions being prohibited in labour contracts and factory regulations. Individual unions are precluded from having as members those not engaged in the same or related branch of work. Whether this provision implies an industrial or craft organization is not clear from the available information, the article states.

The unions are authorized by the law to (1) conclude collective agreements; (2) co-operate with the arbitration authorities in the settlement of labour conflicts; (3) participate in the administration of social insurance and of the public employment service both of which are now being developed in Turkey; (4) establish funds of mutual aid for protection against sickness, permanent disability, death, and unemployment; (5) create institutions for health, sport, and education of their members; and (6) create producers' and consumers' credit and housing co-operatives.

Although the law carried no new provisions on labour disputes, the representatives of unions and of employers' associations are expressly warned against encouraging strikes or lock-outs which are illegal under the Labour Code of 1936. In case of contravention, the organizations may be suspended by court decision.

Not all collective work stoppages are forbidden by the Labour Code of 1936. Articles 73 and 74 of this basic law carry somewhat involved definitions of the terms "strike" and

"lock-out" which have the effect of permitting minor labour disputes, provided that they do not lead to the closing down of the whole establishment or of an important part of it. Sympathy strikes are always forbidden.

Guaranteed employment plan of U.S. railway company

The details of a guaranteed employment plan declared to be unique in the United States railroad industry, appears in the August issue of the U.S. Department of Labour's publication, *Monthly Labour Review*. Evolved by the management of the Seaboard Air Line Railroad operating along the southeast coastal area and officials of the Federated Shop Crafts of the Railway Employees' Department (AFL) in 1928, the scheme provides continuity of employment for an average of 2,500 of the company's repair and equipment maintenance workers.

As inaugurated in 1928, the terms of the plan guaranteed that a minimum force of positions, determined jointly at the commencement of each year, were to be continued throughout the entire year at each terminal point of the system. No specific wage assurance was included other than that derived from the employment guarantee based on regular hourly rates. In 1930 the terms were modified to permit the transfer of employees, at the expense of the company, from point to point and from city to city, subject to prevailing rules of seniority and after concurrence by the union.

Since its inception, the plan, which is administered jointly by the management and the union, has been changed 13 times as regards the number included in the minimum force. Three of these changes were mid-year adjustments made feasible by a 1931 modification which permits either party to initiate a review of the minimum force under serious situations. Such mid-year revisions were the result of special circumstances, the article reports, rather than any company attempt to arbitrarily invoke the reduction clause.

In slack periods, non-guaranteed employees are released upon 5 days notice. Those in the minimum force are dischargeable only for cause in conformity with a grievance procedure provided in the general collective agreement. Transfers may not change a worker's classification or reduce his wage rate.

The proportion of positions that have constituted the minimum force since 1928 has ranged from 68 per cent to 100 per cent of the total number of workers in the repair and maintenance classifications covered.

Employment Trends in the Professions

DURING the past year, the Bureau of Technical Personnel of the Department of Labour has been conducting a survey to obtain information on the future trend of labour demand in the professions in Canada. So far, this survey has interviewed some 1,500 firms which employ over 900,000 people.

At the present time there is an acute shortage of professional persons, which remains persistent because of the high qualifications necessary for the work. With the exception of teaching and nursing, where only a small section of the profession have degrees, the bulk of the professional classes are university graduates from such courses as medicine, dentistry, and engineering, where four years' training or more are required.

According to the 1941 Census of Canada, some 245,000 people are classified in the professional category. Included in this total are such occupations as authors, artists, actors, draughtsmen, designers, and musicians, but the major part of the total is concentrated among a few of the better known professions. The teaching, religious, medical, engineering and legal professions take in over 90 per cent of all professional people. Slightly over half are women.

By occupation, 88,000 of the 1941 total were school teachers, of whom 64,000 were female. Nurses and nurses-in-training numbered 39,000 and physicians and surgeons accounted for 12,000. Although the Census does not separate engineers as a unit, indications are that these numbered about 20,000 at that time. Clergymen numbered over 14,000 and lawyers and notaries totalled 8,000.

In 1871, only 34,000 people out of a population of 3,700,000 were classified as professional. Keeping pace with basic changes in the country's social and economic structure, however, their numbers increased rapidly, the period of greatest growth, both absolutely and relatively coming between 1911 and 1921, when the total jumped from 100,000 to 180,000 (see Table I). Now, as has been noted, about a quarter of a million people are found in this group.

Recruitment to the ranks of professional workers will come largely from the record number of young Canadians now attending university. Immigration will also be a factor.

At the present time some 60,000 persons are attending Canadian universities. The influx of some 35,000 war veterans into university,

coupled with a probable high level of prosperity, will see more graduates than ever before in the immediate postwar period.

This spring, an estimated 10,000 students got their degrees or diplomas. During the war, in the period from 1940 to 1945, some 42,000 students were graduated, or 7,000 every year, almost exactly the same number as in the pre-war period from 1934 to 1939.

Of those graduating this year, the largest single group, about 4,800 in number, have been studying Arts and Pure Science courses¹. The majority of these will disperse themselves fairly widely on the Canadian labour market, but a large proportion will return to continue their studies. Many will become high school teachers or university lecturers; others will enter professional schools like the medical or legal faculties; some will return to do graduate studies, some will go into business, and so on.

Most of the other graduating students have taken courses which will afford them entry to professional status in their chosen occupation. Medicine, which normally graduates about 600 annually; engineering (800), dentistry (100), are among the more important of these courses.

Attitude of Employers towards University Training

Two questions asked in connection with the survey of the Bureau of Technical Personnel bear on the subject of the present attitude of these employers towards their professional employees. These topics were (a) the trend towards a freer use of university-trained personnel, and (b) comments on present university training.

Seventy-five per cent of those interviewed thought that there was a definite trend towards the freer use of university trained personnel in industry. A large percentage thought that a university training was becoming essential for more and more types of work, e.g., in the engineering and accountancy fields. Many considered university graduates preferable for key positions, remarking that they are "good material for advancement" and are more easily trained and make faster progress.

Of the 12 per cent who did not believe that there was a trend towards a wider use of

¹The Pure Science courses are distinct from the Applied Science or Engineering courses and include Chemistry, Physics, Biology, etc.

university graduates, there were three main classes. These were (1) those who have sufficient university trained personnel on their staffs already; (2) those who do not use these types of workers because they believe that the nature of their business does not require them; (3) those firms whose company policy is to train younger workers. Thirteen per cent of those interviewed made no reply to this question.

With respect to a question on "comments on present university training," over 60 per cent of those answering had some suggestions to offer regarding the improvement of present courses. The most persistent themes running through these comments can be divided into three main categories.

TABLE I.—GROWTH OF THE PROFESSIONS AND OF THE TOTAL POPULATION IN CANADA, FROM 1871 TO 1941.

(SOURCE: Decennial Census of Canada, Dominion Bureau of Statistics.)

Date	Professions	Population	Ratio per 1,000
1871.....	34,000	3,700,000	9.2
1881.....	44,000	4,325,000	10.2
1891.....	60,000	4,833,000	12.4
1901.....	75,000	5,371,000	14.0
1911.....	99,000	7,207,000	13.7
1921.....	180,000	8,788,000	20.5
1931.....	224,000	10,377,000	21.6
1941.....	245,000	11,507,000	21.3

First, a large number of employers thought that university students lacked practical training. The second point most often stressed was that university graduates often showed a lack of desire to work hard or to start learning the business from the bottom at a low salary. The third general theme concerned suggestions for curricula changes. In regard to engineering, the opinion was that these courses could lay more stress on English (particularly writing), business administration, economics and industrial relations. There were several suggestions that entirely new specialized courses be added.

Of the total number of replies to this question, over 30 per cent found the present system of university training entirely satisfactory and it is significant that this group included most of the larger employers of university-trained staff.

Demand for Engineers

Among returning veterans, the most popular course has been engineering. The postwar crowding of universities will produce five times as many engineers in the next five years as

were turned out in the same period following World War I.

While the 1947 total of 1,100 graduates registers a new high, the peak will not be reached until 1950 when 3,700 will finish their course. A similar trend took place after the last war with the peak coming in 1923 when 629 engineers were graduated.

Canadian industry could use another 5,000 scientific and technically trained persons immediately, according to an estimate made by Mr. Alex. Skelton, Director-General of the Economic Research Branch of the Department of Reconstruction, in a submission to the Senate Committee on Immigration. Mr. Skelton believed that many of the senior and intermediate technical positions could be filled by immigration, leaving the junior positions open for young veterans graduating. Approximately half of this 5,000 demand would be for engineers.

Throughout the past year, the Bureau of Technical Personnel, which, with the Executive and Professional Division of the National Employment Service, is concerned with the placement of engineers, has consistently had orders on hand for upwards of 1,000 technically-trained personnel with steadily fewer applicants.

These agencies report that, in general, this year's graduating class in engineering had little difficulty in finding employment and practically all summer students who were looking for work were placed.

In the twelve month period prior to March 31, 1947, the Bureau reports that 5,437 technical persons were recorded as entering new employment. Of these 1,501 were new graduates, 1,076 were demobilized from the armed forces, and 2,860 were persons who changed civilian employment.

Civil, mechanical, and electrical engineers are the more important groups numerically. Chemistry, the largest single group during the war years, has slipped to fourth place.

Contingent on the continuance of a state of full employment, the supply of engineers is not expected to seriously overbalance the demand in the next five years.

The survey of Canadian Requirements for Professionally Trained Persons, now being conducted by the Bureau of Technical Personnel, has found that the 1,500 employers interviewed expect to have openings for about 9,500 engineers in the next five years. The expected number of new entrants to the Canadian labour market is estimated at 11,000.

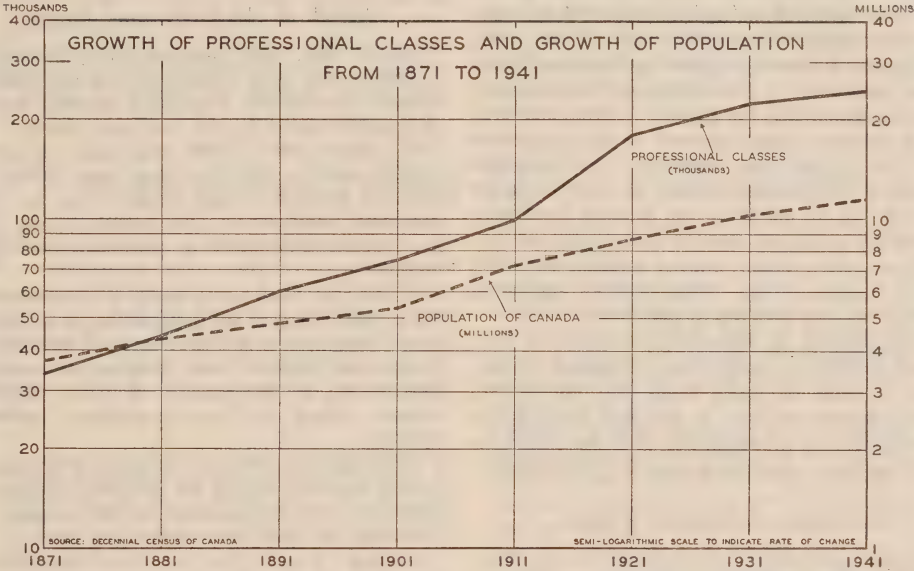
This survey is not yet complete and with the addition of openings not yet covered by the survey, it can be expected that the total would be such as to maintain a reasonable state of equilibrium between demand and supply in the engineering profession over the short-term period. This with the proviso that high em-

ployment continues, the only basis on which a survey of this kind was possible.

Age as a Factor in Staff Planning

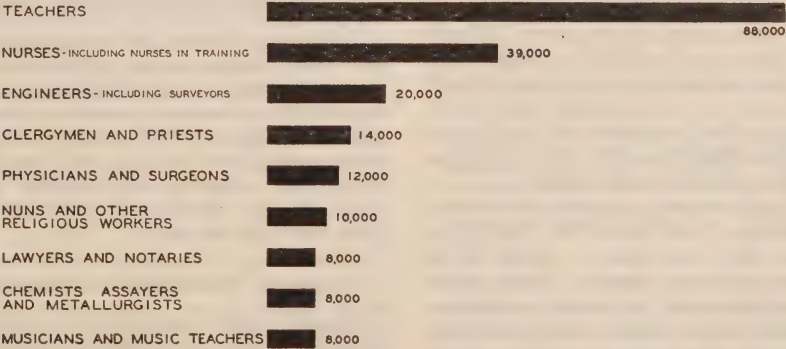
In seeking reasons for the extensive needs of employers for new technical personnel, such factors as new technological developments, the

THE PROFESSIONS IN CANADA



THE MAIN OCCUPATIONAL GROUPS IN THE PROFESSIONS

1941



SOURCE: DECENNIAL CENSUS OF CANADA

trend towards a freer use of university trained personnel, and the increasing appreciation of the value of professional services all have their place.

An additional factor to which sufficient weight is not always given is to be found in the age characteristics of the various professional groups in the country.

An examination of census returns for selected groups of male professional workers, totalling in all some 119,000, shows that between 1931 and 1941 the proportion of persons aged 55 and over increased from slightly under 16 per cent of the total to somewhat over 17 per cent. This trend towards higher age characteristics was countered to some extent by the teaching group, which was the largest of those selected, and showed a slight decrease in the proportion in the higher age brackets. Veterinarians showed the greatest increase in age, the number in the 55 and over age bracket increasing from 16 to 35 per cent in the 10-year period. Other groups which showed notable increases were designers and draughtsmen, engineers, architects and dentists in that order.

The Bureau of Technical Personnel, in connection with its survey, has encouraged a number of firms to make their own age charts. Some employers have in this way realized the desirability of planning for their imminent as well as their immediate need for replacement.

Salaries of Technical Workers

Upon graduation, the average young technical person, engineer or scientist, now goes to work at a salary of about \$2,400 per annum, which is somewhat higher than the average starting salary of the class of '46, estimated at \$2,100 per annum.

In 10 years, if he is reasonably successful, his annual salary should be over \$3,500 and after that the average salary curve continues to rise. Salaries in the \$6,000 to \$10,000 range are becoming increasingly common and a handful of top men in the profession, mainly holding executive and administrative jobs are in the \$20,000 to \$30,000 bracket. The job expectancy of the engineer is 37 years.

In comparing starting salaries of the class of '47 with those of the class of '46 it should be noted that there has been a change in the average age of new graduates. Under normal conditions, students in engineering and science would reach, on the average, their 23rd birthday in the year of their graduation at bachelor level. In 1946, due to the percentage of cases where there has been some disruption of studies, the average age at graduation was

about half a year greater. In 1947 it was about a year higher than in 1946.

A study made by the Bureau of technical persons in established positions in 1941 indicated that the average age of this group in 1941 was 44 years and the average salary was \$3,800 per year. The median salary (that is, the salary which divides the distribution so that an equal number of items lie on each side of it) was \$3,150, indicating that a few high salaries pulled the general average up.

Growth of the Engineering Course

Since 1921, the number of professional engineers has been increasing at a rate almost double that of the population growth, which is roughly about 1½ per cent per annum. In 1921, there were 13,000 engineers, in 1931, 16,000, and in 1941 the total was 20,000.⁽¹⁾ At the present time, largely due to the increased numbers in this course during the war years, the total is estimated at over 25,000.

While the rate of growth is considerably faster than that of the population as a whole, when compared to the growth of all university courses no marked trend is apparent towards engineering at the expense of other courses, except during the two immediate postwar periods.

After the last war, the proportion of engineering students among all student population reached nearly 12 per cent; in 1929 it was five per cent; by 1939 it was seven per cent.

During World War II, the engineering course was declared to be "essential" and the numbers registered in this faculty rose sharply reaching 10 per cent of the total by 1945. Since the war, engineering courses have been crowded.

Veterans in the Engineering Course

In February 1947, 8,100 veterans were enrolled in engineering courses at Canadian universities. In this year's graduating class, they formed 25 per cent of the whole, these being mainly students who left school at the end of their second year to join the armed forces. Next year, veterans are expected to form about 40 per cent of all graduates and in 1949 about 75 per cent.

Engineers Needed for High Employment

Canada's maximum production potential has not been reached due to widespread manpower shortages. The shortage of engineers has been one of the more important of these.

⁽¹⁾ These data include surveyors.

In the future, the maintenance of the present high levels of employment and income will partially depend on the supply of engineers not only for the technical skills which they can provide but also for their managerial abilities.

To quote from the brief of Mr. Skelton on immigration already mentioned, while speaking in connection with the speed-up in production and reduction in costs resulting from the importation of scientists during the war, "... the demand (for scientific and technical personnel) is likely to become more intensified during a period when such factors as production costs will have to be more carefully considered in meeting domestic and foreign competition than is the case at present. It should, therefore, be borne in mind, when

considering present shortages, that a change-over from a seller's to a buyer's market may increase management's demand for this type of employee, and a forecast of employment needs based on present conditions in industry may be somewhat low". And further on: "Without trained engineers, the capital equipment of the country will suffer. There is at present a great deal of capital maintenance and repair work to be done in Canada to replace the curtailed non-military investment program of the war years. New roads, hospitals, power plants, mining developments will not take place if there are not enough technical personnel with the experience and training to carry out these projects."

Recruitment and Training of Nurses in Great Britain

IMPORTANT recommendations as to recruitment and training of nurses are contained in the Report of a Working Party recently published in Great Britain. The Working Party, consisting of two doctors and two nurses under the chairmanship of Sir Robert Wood, was appointed in January, 1946,

to assess, if possible, what nursing force, in terms of quantity and quality, is likely to be required in the future for the National Health Service as developed, and to suggest how best that force can be recruited, trained and deployed.

Data were obtained by approved methods for investigating social problems, through sample surveys involving over 200 hospitals and direct contact with representative nurses of all ranks.

The report reviews the nursing profession, its size and structure, annual intake of student nurses, age on entry, pre-nursing occupation, educational level, methods of training, and, what is considered most important from the standpoint of the shortage of nurses, loss of nurses during and after training.

As regards wastage, the survey showed that out of 100 persons who enter training not more than 50 complete the course, and in many hospitals not more than about 30 graduate. With student nurses it was estimated that the average annual wastage is 36 per cent of the intake, not including failures in the final examination. The annual loss of trained nurses was found to be about 10 per cent. One-third of the loss of trained nurses from hospitals each year is due to marriage, from five to fifteen per cent to

ill-health, and about another third to "resignation".

The Working Party found that a widespread dissatisfaction which led to resignation usually resulted from a combination of factors, hospital discipline, the attitude of the senior staff, food, accommodation, hours and pressure of work.

Some of the wastage may be attributed to unsatisfactory selection. It was found that many of the students who left training (this usually occurred during the first year) were intellectually and temperamentally unfitted to qualify as nurses and should not have been accepted. Changes suggested by the Working Party were that modern methods of selection, including standard intelligence tests, should be used, and that candidates who are below the level of ability required "should be encouraged to accept employment in a capacity ancillary to nursing."

To reduce such wastage, the Report makes two major recommendations, one, relating to discipline, and the other, to the length of the training course. First, it is urged,—

Nurses in training must no longer be regarded as junior employees subject to an outworn system of discipline. They must be accorded full student status with the conditions such status implies, so far as the intrinsic requirements of nurse training permit.

Second, it is recommended that the training course should be reduced from three to two years. This could be effected by eliminating much of the domestic work and repetitive tasks which now occupy a large part of training time.

(Continued on page 1538)

Family Allowances in Canada, 1945-47

SINCE family allowances came into effect in Canada 26 months ago, \$506,208,673 has been dispersed by the Federal Government for the benefit of 3,704,622 children.

On August 31, this year 1,633,675 Canadian families were receiving family allowances. This number represents an increase of approximately 225,219 families registered since March 31, 1946, the end of the previous fiscal year.

Each month's statistics show a steady increase of families registered for family allowances. These new registrations are attributed largely to the change in the income tax legislation effective January 1, 1947. Under the previous income tax regulations, a number of families did not register for family allowances because their income level was such that no real benefit would have been derived from the receipt of family allowances.

Acceptance of family allowances is not compulsory, but under the now effective income tax regulations, it is assumed that every one under 16 years of age is receiving family allowances. A straight \$100 exemption for each child under 16 is allowed in making up income tax returns. The taxpayer is, in effect, allowed a \$100 annual exemption plus a family allowance. Thus a greater number of families are placed in a position where the receipt of family allowances creates an actual financial benefit.

Allowances are paid monthly and must be spent exclusively for the maintenance, care, training, education and advancement of the child. If it is satisfactorily shown to the authorities that the money is not being spent

for this purpose, payment can be discontinued or made to some other person or agency on behalf of the child. It is further set out in the Act that if any person is dissatisfied with a decision as to his right to be paid an allowance or as to the amount of an allowance payable to him or as to any other matter arising under this Act, he may appeal against such decision to a tribunal established for that purpose.

Education is a very important clause in the eligibility of a child for family allowances. The allowance is not payable to a child who, being of an age when he is required to attend school by the laws of the province where he resides and physically fit to attend school fails to do so or to receive approval of equivalent training.

Effects of Family Allowances

The family allowances experiment is still too brief to permit conclusive statistical measurements of the various possible welfare aspects of the program.

Surveys designed to get first-hand information were conducted by the welfare supervisors in each of the nine regional offices of family allowances. Recipients of family allowances were chosen in such a way as to get a good sample, including families in a variety of districts and at various income levels. These surveys indicated that family allowances are being used by families in various ways, to provide such benefits as: improvement in diet, especially extra milk and fruits; more adequate clothing; extension in use of medical, dental and optical services; and in some cases widening of recreational or cultural opportunities.

STATISTICS BASED ON FAMILY ALLOWANCES PAYMENTS, AUGUST, 1947

Province	Number of Families	Number of Children	Average Children per Family	Average Allowance per child	Average Allowance per family	Total Amount
				\$	\$	\$
Prince Edward Island.....	12,557	31,642	2.52	5.94	14.98	188,055
Nova Scotia.....	85,814	199,858	2.33	5.93	13.82	1,185,773
New Brunswick.....	67,106	172,134	2.57	5.85	15.00	1,006,473
Quebec.....	459,788	1,245,644	2.71	5.89	15.97	7,340,804
Ontario.....	541,687	1,076,134	1.99	5.99	11.90	6,448,167
Manitoba.....	99,400	207,005	2.08	6.01	12.53	1,245,972
Saskatchewan.....	114,699	259,547	2.26	6.02	13.63	1,562,990
Alberta.....	117,820	252,968	2.15	6.04	12.97	1,528,430
British Columbia.....	131,883	253,215	1.92	5.89	11.30	1,491,041
Northwest Territories and Yukon.....	2,921	6,475	2.22	5.88	13.02	38,048
Canada.....	1,633,675	3,704,622	2.27	5.95	13.49	22,035,753

An increase in school attendance has been noted by school authorities.

At the Canadian Conference of Social Work, June, 1946, Miss Elinor Barnstead, Supervisor of Case Work, Family Welfare Association, Montreal, presented a paper, "The Experience of Private Family Agencies in Regard to Family Allowances." This statement was based on replies to questions sent to the larger private welfare agencies located in eight of the nine provinces.

Miss Barnstead's summary of the replies included the following paragraphs on the use of family allowances:

"In answer to the questions—'Has the payment of family allowances helped to improve standards of living in the families you know?' 'Have parents used the money constructively for the benefit of their children?'—the replies have been overwhelmingly in the affirmative. For the families in the higher income group, improvements have *not* been particularly noticeable, which is to be expected. But in the middle and marginal income groups the agencies have noticed both a financial improvement and a lessening of tensions due to increased income. It has provided families with more sense of security.

"For many of these families, particularly those in receipt of marginal income, family allowances have made it possible for them to manage without supplementary assistance from social agencies . . .

"In general, clothing seems to be the main item on which the allowances are spent and it has been found that children are being more adequately and warmly clothed . . .

"Many parents have been enabled to improve the diet they give to their children—more milk and oranges are mentioned specifically . . .

"For many of the families on relief or other low incomes, it is not always possible to separate the family allowances from the other income and it is absorbed into the regular maintenance budget. Nevertheless, since income is higher, it is known that both children and adults have benefited from the additional income."

Edward E. Schwartz, Director of the Division of Statistical Research, Children's Bureau,

Federal Security Agency of the United States, came from Washington to make a detailed study of the operation of family allowances in Canada. His observations were reported in the Social Service Review, December, 1946.

Commenting on Miss Barnstead's statement, he wrote:

"The opinions that the writer obtained on the social values of family allowances through interviews with a number of workers in other branches of social work were generally in accord with those obtained by Miss Barnstead from the private family welfare agencies. Among the social workers interviewed in Toronto and Montreal were the administrative heads of such different organizations as a council of social agencies, a Catholic Welfare federation, a public department of welfare, a school of social work, an urban children's aid society, a suburban-rural children's aid society, a settlement house, and an institution for dependent and neglected children . . .

"Those persons familiar with the rural situation were impressed with the fact that the payment of family allowances to mothers meant that for the first time many farm women had cash income of their own and that they were using this to purchase clothing and dental, optical, and other medical care for their children."

Labour and Family Allowances

At the beginning of the program, labour was not entirely in favour of family allowances. In his extensive study of the Canadian legislation, Mr. Schwartz compared the official statements of labour unions, prior to 1946 and the 1946 declarations of the same unions.

He stated that a leading official of a prominent labour organization told him in September, 1946, that his organization now favours family allowances because they assist large low-income families, because no means test is required and because of their economic effects.

A number of officials of the labour organizations told Mr. Schwartz that family allowances had not been used as an argument against wage increases in negotiations in labour disputes.

Collective Agreements in the Fishing Industry in Canada, 1947

A file of collective agreements has been maintained in the Department of Labour for many years and summaries of representative agreements have been published each month in the LABOUR GAZETTE. The Research and Statistics Branch makes analytical studies of current agreements on file, by industry and by topic. The first four of these, covering the Pulp and Paper Industry, the Manufacture of Iron and Steel and their Products, the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, and the Coal Mining Industry, have been published in previous issues and have also been printed as separate bulletins. The fifth, covering agreements in the Fishing Industry is given below.

Summary

The number of workers under collective agreements in the primary operations of the fishing industry (catching the fish and exclusive of fish processing) in Canada is estimated at 9,571, all of whom are in British Columbia. The latest figure available as to employment in primary fishing operations in Canada is shown as 67,423 for the year 1945, in the Advance Report on the Fisheries of Canada issued by the Dominion Bureau of Statistics.

Of the 9,571 workers under agreement, 9·7

per cent are covered by union shop conditions under which all employees must become union members. Under all other agreements, employees are not obliged to be union members, but in the case of 11·2 per cent of workers under agreement, preference is given to union members when new employees are being hired. Provisions for voluntary check-off of union dues, etc., are found in agreements covering 88·8 per cent of the workers under agreement.

Introduction

The Fishing Industry

An evaluation of the importance and scope of Canada's fishing industry is obtained from the following facts taken from the Advance Report on the Fisheries of Canada, 1945 issued April, 1947, by the Dominion Bureau of Statistics.

The value of the production of Canada's fisheries was \$113,690,630 in 1945. Eighty-seven per cent of this amount was contributed by the sea fisheries and the remaining 13 per cent by the inland fisheries. This total is the highest ever attained by the fishing industry and represents an increase of 27·1 per cent over the 1944 figure. The above total includes all fish as marketed, fresh, canned, cured or otherwise prepared, and marine mammals such as belugas and hair seals, as well as such by-products as oil, meal and seaweed.

Fishing is an industry in every province in Canada. British Columbia in 1945 occupied first place with 39 per cent of the total production by value, while Nova Scotia was second with 27 per cent.

The quantity of all kinds of fish, including shellfish, taken by Canadian fishermen in 1945 was 13,371,809 cwt., an increase of 13·4 per cent as compared with 1944. Salmon fishing retained the leading place owing largely to an increase of over 57 per cent in the quantity landed.

The primary operations of catching the fish gave employment to 67,423 persons in

1945, not year round employment for all, of whom 47,998 were in the sea fisheries and 19,425 in inland fishing. A gain of 3,215 persons over 1944 was recorded in the primary industry. Only the primary operations of fishing, tending, and networking are dealt with in this report. It does not cover reduction plants or canneries.

Unions

British Columbia is the only province in which collective bargaining plays an important role in the primary fishing industry, which is mainly on the east and west coasts. The high degree of this concentration is shown by the fact that more than 75 per cent of the marketed value of all fish caught in Canada in 1945 was from British Columbia, Nova Scotia and New Brunswick.

New Brunswick has no established unions in the primary fishing industry.

In Nova Scotia, the Canadian Fishermen and Fish Handlers' Union is the chief union. This Union was formed in 1938 and at that time was called the Fishermen's Federation. It was succeeded in 1943 by the Canadian Fishermen's Union. In October 1946, The Canadian Fishermen's Union merged with the Fish Handlers' Union and became the Canadian Fishermen and Fish Handlers' Union. The Canadian Fishermen and Fish Handlers'

Union is one of the newer Trades and Labour Congress Unions organized under the guidance and with the help of the Canadian Seamen's Union.

When about 500 Nova Scotia fishermen went on strike in December of 1946, for a union agreement providing for an increased percentage of the proceeds, the certification of a trade union for fishermen was questioned, and was referred to the Supreme Court of Nova Scotia. The court's decision held that crews of the three deep sea fishing vessels concerned in the actual case were not "employees" within the meaning of the Wartime Labour Relations Regulations and that therefore the Nova Scotia Wartime Labour Relations Board had no jurisdiction to make orders certifying persons appointed by the Canadian Fishermen's Union as representatives to negotiate collective agreements with the owners on behalf of the crews. (LABOUR GAZETTE, March, 1947, p. 381). There are no collective agreements on file in the department for fishermen in Nova Scotia.

A number of unions were organized in *British Columbia* from 1935 to 1940. Some of these disappeared entirely after a short time while others amalgamated to form, in 1945, the United Fishermen and Allied Workers' Union (a directly chartered union of the Trades and Labour Congress of Canada).

The United Fishermen and Allied Workers' Union is now the main union representing fishermen in British Columbia. The only other union is the Deepsea Fishermen's Federal Union of British Columbia, No. 80 which is a small union at Prince Rupert. There is also the Native Brotherhood of British Columbia, an organization of Indian fishermen. This is not a trade union but assumes some of the functions of a trade union in that it signs collective agreements. The Native Brotherhood of British Columbia and the United Fishermen and Allied Workers' Union usually sign identical agreements.

Agreement Coverage

Ten agreements and one memorandum of understanding for fishermen and tendermen and two agreements for net workers, all in

British Columbia, are on file. All of these are 1947 agreements.

Number of Fishermen Affected by Collective Agreements in B.C., 1947.

Salmon Fishermen	6,596
Salmon Tendermen	725
Herring Fishermen	400
Herring Tendermen	200
Pilchard Fishermen	200
Pilchard Tendermen	100
Halibut Fishermen	925
Tuna Fishermen	150
Networkers	275
Total	9,571

All of the agreements except two are made with an association of employers. The Salmon Cannery Operating Committee are signatory to 8 of the 13 agreements and fishing vessel owners' associations have signed 3. Of the remaining two, one is signed by a single company and the others by various fishing companies.

Of the 10 agreements and one memorandum of understanding for fishermen and tendermen, one concerns herring fishermen and tendermen, one is for pilchard fishermen and tendermen, 3 are for salmon fishermen, 2 for salmon tendermen and 3 for halibut fishermen; the memorandum of understanding is for tuna fishermen.

The total of 9,571 shown in the accompanying table represents the number of workers affected by collective agreements in British Columbia in the primary fishing industry. Salmon fishing comprises 76.5 per cent of the total, halibut fishing 9.6 per cent, herring 6.3 per cent, pilchard 3.1 per cent and tuna fishing 1.6 per cent. The remaining 2.9 per cent of employees are networkers.

Each of the agreements has been analysed and a summary of the findings is given below together with sample clauses. Those agreements pertaining to fishermen and tendermen are dealt with first. The memorandum of understanding for tuna fishermen is given separate consideration. The agreements for networkers are also analysed separately.

General Clauses in Agreements for Fishermen and Tendermen

Duration and Renewal

No general practice is evident in the industry with regard to the duration of agreements. Of the 10 agreements for fishermen and tendermen, 2 for salmon fishing, one for herring and one for pilchard fishing are for the season only; one for halibut fishing is to continue indefinitely unless cancelled by either party

on 30 days' written notice. Of the remaining 5 agreements, 3 are for one year and the other 2 until the end of the year, and all 5 are to continue until 30 days' notice in some cases, 60 in others, is given prior to the signing date of the agreement in any year. Any notices given are to specify the exact clauses in which the modification or change is desired and

negotiations shall be confined to such clauses. Negotiations are to commence as quickly as possible following receipt of notice. A sample of this type of clause is given below:

*This agreement shall be in full force and effect from the date of signature until December 31, 1947 and shall be continued thereafter unless notification in writing is given thirty (30) days prior to December 31, 1947 or of any year thereafter by either party desiring to change or modify any portion of this Agreement. Such notice, where the request is made for modification or for changes shall specify the exact clauses in which the modification or change is desired and subsequent negotiations shall be confined exclusively to such requests. Negotiations shall commence as quickly as possible following receipt of the thirty (30) days notice of modification or change.

Suspension of Agreement for Various Causes

Conditions under which the agreement may be held in abeyance are outlined in 6 of the 10 agreements analysed.

The commonest clause deals with factors beyond the control of the operators or the union and is found in 4 of the agreements, 2 for salmon fishermen, 2 for halibut fishermen.

Provided the terms and conditions outlined above are adhered to by both parties, it is mutually agreed and understood that fishing shall continue uninterrupted during the season for all salmon referred to in this Agreement subject to force majeure, strikes, fires, riots, war, acts of God, and any other factor beyond the control of the Operators or the Union.

*The following extract and those used throughout this study are quotations from agreements on file in the Department of Labour for this industry. Where several paragraphs are quoted in one place, the sequence is not always the same as in the agreement. All such quotations are printed in the smaller size type.

Four of the agreements, one for herring fishermen and 3 for salmon fishermen, contain clauses giving the operator the right to suspend the agreement at certain specified times. The last sentence quoted below is found only in one of these, that for salmon trap fishing.

This agreement is subject to the reservation that the operators reserve the right individually to cease operations at any time when deemed necessary and are thereby released from their obligations herein while closed down except that not less than forty-eight (48) hours' notice in writing shall be given to the Union at its headquarters in Vancouver. In the event of such a close down employees shall be given transportation home upon request.

Two other clauses of this type are to be found in the agreement for herring fishermen.

If, in the opinion of the fishermen, spawning conditions in any area make it undesirable in the interest of conservation to continue operations, Union headquarters and the Operators shall be informed and, if mutually agreed, joint representations shall be made to the Department of Fisheries.

The following clause applies only to the section on wage rates.

In the event that the Canadian government should abolish or revise Wartime Prices and Trade Board Controls on Herring Meal and/or remove the embargo on shipments of such meal and oil to other countries, then the price for herring for reduction purposes contained in this agreement may be reopened for further negotiations by either party on seven days' written notice. Negotiations are to begin on receipt of such notice and during the seven day period fishing is to continue. The fish delivered during this seven day period is to be paid for at the price in this Agreement. If the negotiations so reopened are not concluded satisfactorily to both parties at the end of 7 days, then fishing by members of the Union may cease.

UNION STATUS IN COLLECTIVE AGREEMENTS IN THE FISHING INDUSTRY

Class of Worker	Number of Workers			
	Under Agreement	Under Union Shop	Under Preferential Hiring	Under Check-off
Salmon Fishermen and Tendermen.....	7,321		46	7,321
Herring Fishermen and Tendermen.....	600		600	600
Pilchard Fishermen and Tendermen.....	300		300	300
Halibut Fishermen.....	925	925*		
Tuna Fishermen.....	150			
Net Workers.....	275		125	275
	9,571	925*	1,071	8,496

* For 200 of these workers, the decision on compulsory union membership is left to the captain.

Purpose

Half of the agreements analyzed have no statement of purpose. Only the five agreements pertaining to salmon fishing have such a clause. Generally this clause gives as the purpose the setting out of the basic prices and fishing conditions for the 1947 season for the type of fishermen covered by the particular agreement and belonging to the union signing the agreement. One agreement differs slightly by stating that the purpose is to promote and improve relations between the Company and its employees.

Union Status

The accompanying table shows union status in the fishing industry of British Columbia. There are no closed shop agreements in this industry, and only 9.7 per cent of the employees covered by collective agreements come under union shop provisions. A clause guaranteeing preference in hiring to union members is found in agreements affecting 11.2 per cent of the workers covered by collective agreements. Voluntary check-off is by far the most common provision in these agreements, as 88.8 per cent of the workers are covered by this clause.

RECOGNITION

Five of the 10 agreements, those for herring, pilchard, salmon trap fishermen and salmon tendermen, contain a clause formally recognizing the union. Four of these clauses are identical with the following except for the type of fishermen mentioned.

The operators party to this Agreement agree to recognize the Union as the representative of herring purse-seine fishermen and tendermen who are members of the Union and who have designated the Union as their authorized representative.

One agreement, for salmon trap fishermen, recognizes the union as the collective bargaining agency for all employees, not just those belonging to the union.

The Company agrees to recognize the Union as the collective bargaining agent for the employees classified in this Agreement.

UNION SHOP

Only the three agreements, those for halibut fishermen, affecting 925 fishermen, have union shop provisions. One of these agreements provides that all crew members including the Captain shall be union members.

....That on all vessels covered by this agreement the crew, including the captain, shall be members of the Union. Bona fide

vessel owners shall be members of the Association, and have right to act in any capacity on their own vessels.

The second halibut fishing agreement does not include the Captain. Its provision for owners also differs.

....All members of the crew except the Captain and any owner that owns one-fourth or over in his own vessel shall be members of the Deep Sea Fishermen's Federal Union of British Columbia. If cooks or engineers are members of any other maritime Union of their craft and are in good standing therein, this Union shall claim no jurisdiction over them. Any present member of the Fishing Vessel Owners' Association, when they own one-fourth or over in any Association vessel, may act in any capacity in any Association vessel without interference.

The third agreement for halibut fishermen differs from the other two in that it leaves the choice of operating a union shop to the Captain:

The Company acknowledges that it is the duty of the captain of the vessel engaged in long line fishing to secure his crew and he is at liberty to exercise this duty with respect to the engagement of only Union members. The Company further acknowledges that the captain, along with the boat delegate who is elected by the crew, is at liberty to rule that only Union members in good standing shall sail aboard the Vessel.

No mention of a union shop is made in any of the other seven agreements.

PREFERENCE IN HIRING

The majority, 7 out of 10, of agreements in the primary fishing industry make no reference to preferences in hiring employees. Three agreements, those for herring, pilchard, and salmon trap fishermen, covering 946 fishermen, give preference in hiring to union men. Two of these clauses are identical as follows:

All things being equal, it is agreed when lining up crews, preferential consideration shall be given to Union members. The skipper shall judge the ability and experience of crew members. In the case of engineers, Company approval shall be obtained.

VOLUNTARY CHECK-OFF

The majority of agreements analysed, 7 out of 10, affecting 8,221 fishermen and tendermen, contain clauses providing for a voluntary check-off. The 3 agreements for halibut fishing lack this provision. In each case the clauses are similar and of the following pattern:

The Operators agree to honour Union vouchers for dues signed by fishermen who are members of the Union or are desirous of joining the Union and who have monies due them from one of the Operators. It is

understood that such vouchers, when honoured, shall be paid by cheque by the Operator concerned and forwarded to the headquarters of the Union.

UNION RULINGS

Rules are laid down by the Union for the conduct of the crew in the three halibut agreements.

... All repairs on boats, as painting, engineer's or carpenter's work, if the crew are requested to do such work must be paid by the owners the Union scale of wages. If any members of the Deepsea Fishermen's Federal Union does this work free of charge a fine of twenty-five dollars (\$25.00) shall be imposed on him, and other members of the Union shall not be permitted to sail with him until the fine has been paid to the Union.

One halibut agreement contains the following regulations for union members who work on vessels other than those belonging to the Fishing Vessel Owners' Association of British Columbia.

... Union members who find employment on any vessel the owner of which is not a member of the Fishing Vessel Owners' Association of British Columbia, shall convey this information to union headquarters. In such cases the union agrees to use its influence to have the owner become a member of the Association so that the crew may be covered by this agreement.

CONSULTATION WITH UNION

Only one agreement, that for herring fishing, makes provision for consultation with the union by the Companies when they propose adding an additional boat to the pool during the season.

When any Company working on a wage and bonus basis, proposes to add any additional boat to the pool during the season, the Union shall be informed of the names of the vessel and the crew. Final decision as to whether said vessel shall participate in the pool shall, if any objection is raised, be made after mutual discussion and mutual agreement between the Company concerned and the Union representing the tendermen.

DELEGATES

Five of the 10 agreements, 2 agreements for salmon fishermen and 3 for halibut fishermen, analysed refer to the appointment of delegates. All of these 5 provide for the election of the delegate and outline his duties. The following outline of duties listed is found in 3 of the agreements:

A delegate shall be elected in each boat. He shall see that all members of the crew are members of the Deepsea Fishermen's Federal Union of British Columbia and in good standing. He shall check up the bills with the goods put on board when the same is most

convenient and shall be present when settlement is made. The cook shall be present when stores are taken on board to see that he gets what he ordered.

The other two agreements contain the following clause:

A boat delegate, duly elected by the crew, shall be recognized by the Captain and the owner as the Union representative.

The duties of the boat delegate shall be as follows:

- (a) to ensure that correct tallies and records are kept;
- (b) to ensure that settlements made with all or any members of the crew are fairly and correctly made. Each member of the crew shall receive a copy of the settlement.

The boat delegate, duly elected by the crew, shall be fully recognized by the Operators signatory to this Agreement as the representative of the crew and of the Union on all matters connected with the weighing of fish. In order to facilitate the election of suitable representatives for this purpose the Operators shall, if requested by the Union, make available a list of crew members on boats fishing for them.

Safety and Health

Each of the agreements has some provision for the safety and health of the fishermen and tendermen. Each contains a clause providing that a medicine chest or first aid kit be furnished on each vessel, or in the case of trap fishermen, for each trap. The usual regulations are that the owners supply and maintain the medicine chests and that the crew, usually the boat delegate, take the responsibility of seeing that the chest is kept well stocked.

All of the agreements except those for halibut fishing stipulate that life-saving equipment must be supplied.

Besides these precautions, two of the salmon agreements provide for fire-fighting equipment, and the three halibut agreements specify that:

All Canadian halibut fishing boat owners shall pay the Marine Sick Benefit Tax when taking their first clearance at the Customs office.

Two agreements for salmon fishermen specify that certification that all boats are in a seaworthy condition must be made by the Board of Marine Underwriters of San Francisco Inc., at the start of the season.

The Agreement for salmon trap fishermen states:

The Company shall be bound by the provisions of the B.C. Compensation Act. In conformity with this Act a Safety Committee shall be organized. The Union Shop Steward Committee shall constitute the employee representation on the Safety Committee.

Working Conditions

Four of the ten agreements, one for pilchard fishermen and three for halibut, make no mention of working conditions but the other six contain some reference to them, although they vary. Four of the agreements for salmon fishermen include general clauses which in the main specify that vessels are to be kept in a clean and orderly condition. The Companies are to undertake to have the vessels clean and the crew are to maintain them in this state.

Two of the agreements for salmon fishermen also have the following provision:

It is agreed that at the beginning of the season vessels shall be fully equipped with adequate crockery, dishes and proper cooking utensils. At the end of the season the crew shall be responsible for the replacement of broken crockery and damaged utensils.

The herring fishing agreement specifies that:

... There shall be provided at all plants adequate facilities for bathing and washing clothes and that such bathrooms shall be kept clean at all times.

The agreement for salmon trap fishermen contains provision for hot and cold showers and clean, warm, well ventilated living accommodation for employees who live on plant properties, all to be kept clean and in a sanitary condition.

Grievance Procedure

Only one of the ten agreements, that for pilchard fishermen, has no provision for grievance procedure. Eight of the agreements (herring, 3 halibut, 2 salmon tendermen, 2 salmon fishermen) contain clauses similar to the following:

All disputes that cannot be settled on board must be referred to the Association and the Union for adjustment.

The following sentence is added to this clause in the herring agreement:

In no case shall members of the Union involved in a dispute, take any action without consultation with the Union headquarters.

Four of the agreements, 2 for salmon tendermen and 2 for salmon fishermen also contain a clause similar to the following:

Any dispute arising out of this Agreement which cannot be settled by the Union and the Company shall be referred to a commit-

tee of one representative of the Union and one representative of the Operators and one disinterested party, satisfactory to both the Union and the Operators for settlement.

The 2 agreements for salmon tendermen and 2 of the agreements for halibut fishermen include the following clause:

In no case shall members of the Union or officials of the Company take any action that might cause further discord or violate the intent and meaning of clauses of this Agreement without consultation with the Union and the Company.

One agreement, that for herring fishermen and tendermen, contains the following as well as the first sample clause:

Any dispute arising as to the length of time spent in making up the seine shall be turned over to the officials of the Union to settle, the Company not being involved in the internal Union arrangements with respect to the individual participants in the pool.

The agreement for salmon trap fishermen outlines a more intricate grievance procedure than that found in the other agreements:

The Company agrees to recognize a Shop Steward Committee to be designated by the Union members at the plant. It shall be the duties of the Shop Steward Committee to see that the members of the Union in the plant observe this Agreement, and to see that the rights and interest of such members in this Agreement are protected. In the event that a grievance or dispute arises, every effort shall be made by the Shop Steward Committee and the local manager to settle it. If the grievance or dispute cannot be settled locally, it shall be referred to the representatives of the Union and the Company involved.

Any dispute arising out of this Agreement which cannot be settled by the Union and the Company shall be referred to a committee of one representative of the Union and one representative of the Company and one disinterested party satisfactory to both the Union and the Company for settlement. There shall be no stoppage or slowdown of work and lockout during the period of settlement. In the event of any dispute not being settled satisfactorily, either party or both may have recourse to the governing laws of the Province of British Columbia or Dominion of Canada, whichever take precedence, and the regulations covering continuance of operating shall apply.

The provisions discussed up to this point are common to most of the agreements, but each agreement also contains clauses which are peculiar to it and pertain only to the type of fishing covered by the agreement. These are noted separately.

Salmon Fishermen

Three agreements applying to salmon fishermen are analysed. Two of these are signed by the United Fishermen and Allied Workers' Union and the third by the Native Brotherhood of British Columbia. One of

the agreements signed by the United Fishermen and Allied Workers' Union is for trap fishermen. Because of the unique provisions for trap fishermen, this agreement is considered separately.

The two agreements for salmon seine and gillnet fishermen, one signed by the United Fishermen and Allied Workers' Union and the other by the Native Brotherhood of British Columbia, are identical. The general provisions of these agreements have already been outlined and the particular clauses are dealt with here. Both of these agreements are made with the Salmon Cannery Operating Committee, and consist of: (1) The Salmon Price Agreement for 1947; (2) Supplementary Agreement for Salmon Seine Vessels dealing with share basis and fishing conditions; (3) Memorandum on Procedure and Method for the weighing of Seine caught Pinks and Chums; (4) Blueback Agreement (signed only by the United Fishermen and Allied Workers' Union).

Wages

The cost of fuel oil and lubricating oil is to be deducted from the gross value of the catch. This resultant balance is to be divided on the basis of eleven shares, 4 shares to the boat and net, and 7 shares to the crew. The cost of all provisions is to be deducted from the 7 shares and the balance divided equally among the members of the crew. When a crew member quits before the end of the season, he is entitled to his proportionate share of the catch. Settlements are to be made as quickly as possible at the conclusion of the season.

The salmon fishing agreements lay down regulations for poundage buying, minimum prices, and procedure and method for the weighing of seine caught pinks and chums.

Under the section on poundage buying it is ruled that the entire production of all salmon species shall be purchased from the fishermen on the poundage basis, that they shall be weighed at the time of original delivery and that the weight so recorded shall be the basis of payment. Provision is made that in the case of an exceptionally heavy run of salmon, when it is impossible to weigh the fish, a system of averaging may be adopted.

The schedule of minimum prices laid down in the agreements provides that the salmon caught are to be sorted according to the type of fish, and the purpose for which it will be used, and a specific price per pound is listed for each.

The memorandum for procedure and method for the weighing of seine caught pinks and chums, supplementary to the agreements for salmon fishermen, is a detailed document whose purpose is to establish an efficient, fair and accurate system of weighing seine caught pinks and chums and improve this system

from year to year. It sets out that weighing stations are to be established and assigns fish from specific areas to them. A system for tallying and weighing the fish is also outlined.

Hiring and Discharge

The operators agree that seine boat captains shall have the right to hire and discharge their crew members. Should the captain decide to discharge any of the crew members for cause during the fishing season or should any of the crew members decide to quit during the fishing season, such notice of termination or discharge shall be given 48 hours in advance. In all matters pertaining to the operation of the boat, it is agreed and understood that the captain's decision shall be final, subject only to instructions from the operator or his representatives.

Special Conditions

The following special clauses are also found to be in both agreements:

Transportation:

Should fishermen be discharged by any Operator or his agent at a port other than the port of hiring, the Operator agrees to furnish steamer transportation back to the port of hiring.

Illegal Fishing:

There shall be no illegal fishing and if any is done the Captain and the crew shall be jointly responsible for any fines or penalties imposed.

Limiting Catch:

The Operators agree that should it be necessary to place a limit on fish deliveries, such limit will be set on a per man basis.

Net Work:

Work done by members of the crew in preparing nets for the season shall be paid for in accordance with the terms of the current Union Agreement on net work.

Fuel:

Fuel tanks and lubricating oil tanks will be filled by the Operator at start of the season and will be returned by the crew in a similar condition at close of season.

Charter Boats:

It is agreed that all boats chartered by the Operators for the 1947 salmon season and operated by members of the Union shall come under the terms and conditions of this Agreement.

HOLE BILLS

Regulations with regard to the payment or non-payment, in certain cases, of hole bills are outlined in detail in the agreements.

Special Agreement for Blueback Salmon Fishing

This Agreement is signed only by the United Fishermen and Allied Workers' Union and is supplementary to the Salmon Price Agreement. It recognizes the union as the collective bargaining representative for hand liners and troll fishermen operating vessels in the

Gulf of Georgia who are members of the union and who have designated the union as their representative. It also sets out the minimum price for Bluebacks and Cohoe Salmon and specifies that all Salmon bought under this Agreement are to be delivered to the operators' camps, scows and packers "in number one condition."

Salmon Tendermen

The two agreements covering Salmon tendermen, one with the United Fishermen and Allied Workers' Union and one with the Native Brotherhood of British Columbia, are identical and the particular provisions of both are outlined below:

Wages

A minimum scale, to be paid, on the basis of a calendar month, is laid down for crew members of packers and tenders engaged on a wages basis, and employed on packers and tenders which are chartered or owned by the companies and manned by members of the union. These rates vary, depending on the size of the vessel, from \$225 to \$235 per month for the Captain, \$195 to \$207.50 per month for the engineer, \$168 to \$178 per month for the mate, \$125 to \$167 per month for cook and/or deckhand and \$168 to \$178 for 2nd engineer and deckhand.

The following general provisions with regard to wages and board are also set forth in these agreements:

It is agreed that board shall be to the account of the companies at a maximum figure of \$30.00 per man per month and grocery bills incurred by the crew in excess of this amount shall be to the account of the crew.

The daily rate for broken pay periods and for the weekly day of rest when work is performed on that day shall be computed by dividing the monthly rate, exclusive of board, by 26. Computation of the daily rate for weekly day of rest, when work is performed on such a day, shall be submitted for arbitration to a disinterested third party, and the decision of the arbitrator shall apply for the term of this agreement.

It is agreed that when settlement is made for wages due to any crew member under this Agreement, all time shall be on the basis of a full day and no half days. When the Companies or their agents desire to lay-off a vessel upon reaching a specified port and such vessel arrives at its destination after 10 p.m., the crew shall be paid for the following day when making settlement.

Specific conditions of work where additional wages are paid are listed:

Tendermen specifically engaged in tending troll camps and/or halibut camps and/or liver

camps shall receive an additional \$10.00 per month...

... If boats carry groceries or general supplies (excluding ice) exceeding in weight $1\frac{1}{2}$ tons (3,000 pounds), then the crew shall be paid for such excess weight at the rate of \$1.00 per ton for loading and \$1.00 per ton for unloading, this amount to be divided equally amongst the crew.

Should any company utilize their packing vessels or tenders in freighting, the crew members of such vessels shall receive 75c per hour for all hours spent loading or discharging cargo.

Unloading of fish at processing plants shall not be considered as part of the regular work of tendermen, but should a packer or tender crew while at a processing plant be called upon to unload salmon, dressed or round and/or halibut, the crew shall receive \$1.50 per ton for unloading such cargo, the total amount to be divided equally among the crew. If a packer or tender crew is called upon to unload drums or cans of livers at liver processing plants, the crew members shall be paid 75 cents per hour for all hours spent unloading such drums or cans of livers.

Where the mate or engineer on any of the classified vessels is certified, an additional \$10 per month shall be paid over the rates set out above.

Crew

The duties of the crew are listed in the agreements as well as the crew complement for each type of ship.

Vacations

No definite understanding regarding vacations is given in the agreements, but it is agreed that the application of the Annual Holidays Act of British Columbia to tendermen shall be placed before the British Columbia Courts for a ruling.

Day of Rest

One day of rest in every seven is specified in the agreements. Ordinarily, this day of rest is to be Sunday, but under special conditions the companies may declare any other day as the day of rest on a minimum of twelve hours' notice. Any crew member called upon to perform any services during the 24-hour period of rest will receive an additional day's pay for such services.

Log Books

The agreements specify that captains of vessels classified in the agreements shall keep full time Pilot House Logs. Such Logs are to contain details as to departure times, running times, arrivals, and information as to the day of rest. The captain is also responsible for an accurate record of hours worked handling cargo or of tonnage loaded or unloaded. Such record is to be approved by the manager or other responsible official of the company at the operation where such

hours are worked, with the boat delegate present. Engineers are to keep accurate engine room logs.

Transportation

The agreements guarantee transportation back to the port of hiring by the companies, to tendermen discharged or laid off at any other port. If the crew member through negligence is left behind when the vessel sails, the company may deduct the cost of transportation to hiring point from money due to crew member.

Salmon Trap Fishermen

The following are provisions of the agreement for salmon trap fishermen which have not already been dealt with in the general clauses for all fishing.

Hours of Work and Overtime

The hours of work and overtime provisions for those fishermen covered by the trap fishing agreement are as follows:

The principle of a regular starting time shall be adhered to. Unless specifically excluded herein, all employees shall receive overtime for all hours worked in excess of 192 hours per month. All employees, except those specifically excluded in this section, shall receive overtime at the listed rate for all hours worked in excess of 8 on Monday, Tuesday, Wednesday, Thursday, Friday and Saturday, it being understood that notwithstanding the foregoing the Company will observe the principle of a 44 hour, 5½ day week, with Saturday afternoons off.

Pile drivers and puller crew men, during the driving and pulling season, shall work six days per week with no daily control of hours, in consideration for which, when tidal and climatic conditions are such that off-shore work is impossible, the crew shall receive a full day off and in the event that tidal and climatic conditions interrupt the men while off shore they shall be returned to the plant and given the balance of the day off. It is further understood that overtime at the rates as listed shall be paid for all hours worked in excess of 208 in a calendar month excluding Sundays.

There shall be no control of hours for trap watchmen.

Messhouse crews shall prepare and serve the three regular meals daily without overtime, with the exception of the conditions set forth herein for a weekly day of rest.

....The Company may give any two full days in each two week period in lieu of a regular Sunday day of rest for men when engaged at off-shore work. If days of rest in lieu of Sundays are not given, overtime shall be paid for all hours worked on Sunday. It is understood that men shall be informed at least the previous day of the day or days designated by the management as the day of rest in lieu of Sunday.

Trap watchmen shall have one day of rest in every seven, such day to be allowed on the

basis of one day per week, or four days every four weeks. If it is found to be impossible to grant the day of rest, watchmen shall be paid for such day at a rate to be arrived at by dividing 24 into the monthly wage. Watchmen shall arrange between themselves or with the management for days of rest. It is agreed that, with the exception of days off, both watchmen will be on duty at all times during the day and one person during the evening, both watchmen to be on duty when aprons are to be raised and lowered, and on lifting days.

Culinary staff ashore and afloat shall receive a weekly day of rest on the same basis as that section of the crew for which they are required to cook.

All employees with the exception as provided for trap watchmen, shall be paid overtime for all hours worked on the following Statutory holidays: New Year's Day, Good Friday, 24th of May, Dominion Day, Labour Day, Armistice Day, Thanksgiving Day, Christmas Day, Boxing Day.

Wages

The minimum monthly wage rates as well as overtime rates per hour are listed in the agreement. The agreement specifies that it is understood that no employee shall suffer a reduction in wages because of the rates listed.

Charge Hands receive a minimum of \$210 per month with an overtime rate of \$1.09 an hour; engineers \$240 per month, overtime rate \$1.25 per hour; webmen \$190 per month, overtime \$1.25 per hour; firemen \$190 per month, overtime rate 99 cents per hour; deckhands range from \$180 to \$190 per month with overtime rates from 94 to 99 cents per hour; loftmen range from \$180 to \$200 per month with overtime rate from 94 cents to \$1.04 per hour; boommen range from \$180 to \$190 per month with overtime rates from 94 to 99 cents per hour; cooks \$150 to \$210 per month with overtime from 78 cents to \$1.09 per hour; winchmen and wiremen \$180 per month, overtime 94 cents an hour; funkeys \$135 per month, overtime 70 cents

per hour; carpenters and shipwrights (dual) \$230 per month with overtime at \$1.20 per hour.

These wage rates apply to all employees who have been on the payroll since June 15, 1946. Those who have not been on the payroll that length of time receive \$170 per month for the first year with overtime at 89 cents an hour, and \$180 for the second year with overtime at 94 cents an hour. After this, they receive the wage rates for their classification listed above. However, men known to be experienced, and 1st or 2nd year men who demonstrate sufficient ability and interest in their 2nd year, receive the top wage rate for their classification. Men in a classification with a top rate of less than \$170 receive the listed rate from the date of hiring. Further wage provisions are quoted:

...All employees classified in this agreement are to be employed on a monthly wage basis. Wages shall be paid to employees monthly and no wages can be withheld except for legal cause or as otherwise provided for. A full statement showing total hours including overtime, with total earnings and deductions shall be issued to the employee with each pay cheque.

Where applicable, board shall be payable by the Employees, and the amount deductible shall be \$30 per month.

Vacations

The provisions in the 1947 master agreement for net, cannery and reduction plant workers apply and are as follows:

An employee must work a minimum of six (6) months (1152 hours) to qualify for vacation. Paid annual vacations are given on the following basis:

One day for each month of 192 hours. Each unit of 192 hours shall be cumulative, but shall be within the span of a year. Employees working less than 1152 hours shall receive vacations on the basis of one-half day with pay for each unit of 192 hours.

Overtime work shall not apply in the calculation of hours worked for vacation credits.

The time of year of vacations of individual employees shall be by mutual arrangement between the management and the employees.

Seniority

A detailed description of seniority rulings to be followed is given in the agreement. This section also specifies that:

When hiring at commencement of operations the Company shall give at least one week's notice (7 days) in writing of resumption of operations. At cessation of the operation employees shall leave their mailing address with the Company. If employees do

not report for work after being given the required notice, except when sickness or other reason acceptable to the Company is the cause, their seniority rights shall be considered cancelled.

Special allowances for discharged servicemen are made in the seniority provisions for trap fishermen.

Working Conditions

Several working conditions which are not found in any of the other agreements for fishermen follow:

No employee shall be required to work over five (5) hours without a hot meal, unless the particular job being done can be completed in a period not to exceed six (6) hours.

There shall be at least ten (10) consecutive hours of rest in every twenty-four (24) hour period.

Employees when not doing work covered by their own classification shall do such work as instructed by the management. If the employee is assigned to work of a higher classification for a period exceeding one day, he shall receive the rate of pay of the higher classification for the total period so employed. If such work requires a journeyman in some other trade and such employee is a qualified journeyman he shall receive the Union rate established for that trade in B.C. The employee concerned shall produce credentials to show his qualifications. It is understood that five (5) years employment at a particular trade shall be accepted as proof of qualification.

The length of the lunch period and the time at which it shall be taken shall be arrived at in mutual discussion between the local management and the Shop Steward Committee. When meal periods less than half-hour duration are given, such meal periods shall be considered as working time.

Fair Labour Practices

A provision that no employee covered by the agreement for trap fishermen shall be asked to make written or verbal agreement with the Company covering hours of work, wages or working conditions, during the term of the agreement unless such individual agreement is approved by the union members at the plant and the Executive Board of the union is included in the agreement for the employees' protection.

A section outlawing any changes in the agreement without the mutual consent of both parties is quoted:

It is definitely understood that neither the Company, Superintendent in charge, or any agent or employee of the Company, nor the Union, or any delegate of the Union, has the power or authority to change the provisions of this Agreement, unless by mutual consent of both parties.

Herring Fishermen and Tendermen

All the general clauses pertaining to herring fishermen and tendermen have already been discussed and the remaining provisions of the agreement for herring fishermen and tendermen are analysed here.

Wages

The prices per ton for herring, from different areas, for the 1947-48 season are set out in the agreement. Five cents per ton of this price shall be payable into a Herring and Pilchard Welfare Fund. Fishermen's wages are calculated at these prices on the basis of the following rules:

The gross payment for herring for all purposes at the prices established in clause 3, shall be pooled separately by each company and the gross payment shall be divided by the total tonnage for the purpose of arriving at a per ton price to be paid on all herring delivered to each respective company.

There is to be one company price regardless of the number of pools that may be working for any individual company.

This per ton price shall be the basis of settlement for herring catches by the individual companies.

The per ton price for pilchards caught during the herring season shall be the price contained in the 1947-48 Pilchard agreement.

Any payments prior to the end of the season when the price as per the above is finally determined, shall be made at the reduction price level and the adjustment to be made after the final price is known.

It is understood that a fisherman's share shall be calculated on the basis of one-eighth of the agreed prices.

Tendermen's wages are also stated. The skipper is to receive one fisherman's share, 72½ cents per ton for reduction herring and 89½ cents per ton for other herring. The engineer receives one fisherman's share less 3 cents per ton, that is 69½ cents per ton for reduction herring and 86½ cents per ton for other herring. The mate receives one fisherman's share less 5 cents per ton, that is 67½ cents per ton for reduction herring and 84½ cents per ton for other herring. A cook receives one fisherman's share less 7 cents per ton, that is 65½ cents per ton for reduction herring and 82½ cents per ton for other herring. A 2nd engineer (where employed) receives one fisherman's share less 5 cents per ton, that is 67½ cents per ton for reduction herring and 84½ cents per ton for other herring. The fisherman's share referred to means a fisherman's share in the particular fishermen's pool for which the tender is engaged in packing herring. A deduction of ½ cents per ton shall be paid into the herring and pilchard welfare fund for each tenderman.

If the company or the tender crews working for the company request a wage and bonus

basis of payment instead of a straight lay, as provided above, an agreement may be signed between such company and the union if it is fully approved by the tender crew concerned and the wages are as laid down.

Depending upon whether the tender has a carrying capacity of 50 tons or over, or under 50 tons, the captain receives \$225 or \$235 per month, the engineer \$197.50 or \$207.50 per month, the mate \$178 per month on tenders of 50 tons or over, the cook on tenders of 50 tons or over receives \$167 per month and the cook-deckhand on tenders under 50 tons receives \$157 per month. If a fourth man is employed on a tender of under 50 tons he will receive \$157 per month. All of these wages on a monthly rate are less board.

In addition, each respective company party to this agreement shall place \$1.75 into a pool for each ton of herring and \$2 for each ton of pilchards delivered to the various plants of the said company wherever located in British Columbia. From this pool 2½ cents per ton is to be paid into the Pilchard and Herring Welfare Fund and the balance is to be equally divided on a per man basis between the actual number of herring tendermen who have participated in the packing of herring.

The wage scale to apply to vessels employed in the herring operations and not classified as regular tenders shall be the same as the above monthly scale plus board.

Engineers on herring seine boats are to receive a bonus of \$20 per month during the fishing season.

Weighing Rules

Detailed rules for the weighing of fish are given in the Herring agreement.

Under this agreement a ton shall be 2,000 pounds of green herring, the weight of such fish shall be determined by the automatic hopper system on the basis of the scale set by the Department of Weights and Measures, except in the case of herring canneries where measured bins or boxes may be used. In such event a committee of men concerned shall have the right to check the system and scale used at any time during the season. The present certificate of the Federal Weights and Measures Department specifies 996 pounds of herring per revolution of the automatic hoppers or 249 pounds per dump.

Operators' Responsibility

Several clauses in the herring fishermen's agreement specify items for which the operators take responsibility.

Each company will do everything possible to furnish regular reports weekly and undertakes to supply such report at least once monthly to the crews of all vessels, whether seiners or tenders, involved in a pooling arrangement. A copy of each such report shall also be furnished to the Union.

The Operators agree to pay for the use of the small assist boats, excluding scout boats carried on seine boats, together with the men employed thereon.

It is mutually agreed that the Operators shall give full priority rights in unloading and processing at their various plants, to fish caught by company's own gear.

Insofar as possible the Companies undertake to have all Herring seines prepared and ready for the crews of seine vessels. Should any crew be required to make up its own seine, the vessel concerned shall be included in the company pool for the time only they are engaged in making up the seine. All payment due the crew for such work shall be paid to the Company pool concerned.

It is agreed that fuel for cook stoves on tenders is to be furnished by the Companies.

It is agreed that all tenders shall be supplied with a proper receipt when landing herring at any of the Company's plants. This receipt shall show the number of tons landed by the tenders and the number of tons used for reduction, and shall be given to the skipper of the tender following each delivery. Such slips shall be subject to adjustment if different disposition is made of the fish.

The Companies agree to pay the expenses of fishermen and tendermen for transportation back to the port of hiring when discharged at another port by the Companies or their agents.

Time Off

The various rulings pertaining to time off for herring fishermen are given in the agreement as follows:

... From the date of this Agreement all Union members who are engaged in either

herring or mixed fishing shall observe a 36 hour closed period beginning 12 o'clock midnight, Friday, until 12 o'clock noon Sunday in the East Coast area only. In all other areas a regular 24 hour closed season as defined in the fisheries regulations for Herring fishing shall be observed.

Fishing operations are to cease at midnight December 18, for all West Coast and other outside areas, and shall cease at midnight on December 19, in the East Coast area for the Christmas lay-up and boats shall leave for the re-opening of operations so that fishing will recommence on Sunday, January 4, 1948.

It is agreed that the crews on vessels engaged in the herring operation, if paid on a monthly wage basis, shall receive one day's extra pay unless a weekly day of rest is provided. The obligations of the company for this weekly day of rest is met by release of tender crews on or before 12 o'clock noon on Saturdays. In the event that any crew, or crew member, is held after 12 o'clock noon on Saturday the companies agree to pay for that day in lieu of a day of rest.

Loss of Time

Provision is made in the agreement for herring fishermen and tendermen that in case of a breakdown or accident, resulting in a loss of time which continues for seven days, the conditions under which tender crews are working shall be applicable for the seven day period only.

It is further agreed that in the event of any boat breaking down for a period not to exceed seven days due to mechanical or other difficulties beyond the control of the crew, the said vessel shall be included in the company pool for this length of time.

Likewise should there be any dispute arising from this arrangement between the crew and the Company, the matter shall be referred to the officials of the Union to settle.

Pilchard Fishermen and Tendermen

Those clauses pertaining to pilchard fishing and not dealt with previously are discussed in the following section.

As in the herring agreement, the price per ton for pilchards is set forth in the agreement. Of the \$9.25 per ton price, \$9.20 is to be divided into 8 equal shares for the crew and 5 cents per ton is to be paid into a Herring and Pilchard Welfare Fund.

Wages

Each fisherman's share is determined on the basis of an eight man crew.

Each tenderman's share is determined on the basis of the fisherman's share by the following method. The skipper is to receive one fisherman's share (\$1.15 $\frac{1}{2}$ per ton); the engineer one fisherman's share less 5 cents per ton

(\$1.10 $\frac{1}{2}$ per ton); the mate one fisherman's share less 12 cents per ton (\$1.03 $\frac{1}{2}$ per ton); the cook one fisherman's share less 14 cents per ton (\$1.01 $\frac{1}{2}$ per ton); the second engineer, if employed, one fisherman's share less 12 cents per ton (\$1.03 $\frac{1}{2}$ per ton); and the 5th man when employed one fisherman's share less 14 cents per ton (\$1.01 $\frac{1}{2}$ per ton).

Spare tendermen are paid on the same basis as the regular tendermen's scale outlined above. An average of the entire pilchard catch of each company's fleet is used for the number of tons. For each tenderman paid on this basis a deduction of $\frac{1}{2}$ cents per ton is to be paid into the Herring and Pilchard Welfare Fund.

Engineers on seine boats are to receive \$20 per month as a bonus during the fishing season.

Weighing Rules

Weighing rules are stated in the agreement as follows:

Under this Agreement a ton shall be 2,000 pounds of green fish, the weight of such fish shall be determined by the automatic hopper system on the basis of the scale set by the Department of Weights and Measures for the automatic weighing system, subject to authorized adjustments made with consent of both parties, for the 1947-48 season.

There is also a Memorandum of Understanding forming part of the agreement for pilchard fishermen which provides that during the 1947-1948 season a technical expert will be authorized by the operators to make a complete survey of all existing methods of weighing and/or measuring fish in order to recommend the most reliable and practical method of giving fair weights. A representative from the Weights and Measures Branch is to accompany the expert and a copy of their findings is to be forwarded to the Union.

Crew

The crew of all pilchard tenders of 40 tons and over is to be 4 men and all boats with no pilot house control shall carry a second engineer. Under special conditions an additional man may be employed. All pilchard seine boats manned by members of the Union and actually engaged in pilchard fishing, except seine boats fishing singly with their own power pull off boats, shall be serviced with a regular tender and the crew members of such tenders shall receive the tendermen's lay already outlined.

Two of the 3 agreements for halibut fishing, are signed by the United Fishermen and Allied Workers' Union and the third by the Deepsea Fishermen's Federal Union of British Columbia.

One of these agreements with the United Fishermen and Allied Workers' Union is composed of a Master Agreement and a Long Line Agreement.

The following provisions apply particularly to halibut fishing and are included in the agreements along with the general provisions of all the fishing agreements already discussed.

Coverage

The two agreements signed by the United Fishermen and Allied Workers' Union each

Companies' Responsibility

The Companies agree to be responsible for the following: to furnish fuel for cook stoves; to pay the expenses of fishermen and tendermen for transportation back to the port of hiring when discharged at another port by the Companies or their agents.

Loss of Time

The pilchard agreement provides that:

Where loss of time is incurred through breakdown or accident, and such loss shall continue for seven days, the regular lay for the regular tender crew of the seine boat's catch shall be paid to the regular tender crew. For loss of time after the seventh day the crew of the regular tender, if on work, shall be paid under the conditions provided in the 1947 Tendermen's Agreement.

Length of Season

The memorandum of understanding forming part of the agreement also makes the following provisions for a break between pilchard and herring fishing:

It is hereby agreed that the closing date for pilchard fishing shall be determined on the basis of pilchard fishing conditions as determined from information supplied by the fleet. A joint committee composed of representatives of the union and the operators shall meet at a suitable location on the west coast immediately on request from the majority of the pilchard fleet.

The companies recognize the desirability of a break between pilchard and herring seasons and agree to settle the question of length of time of this break and period when this break should come in accordance with fishing conditions at the time, either by mutual agreement with the Union for all companies, or by discussion and agreement between the individual companies and the Union members working for that company.

Halibut Fishermen

have coverage clauses, while the agreement signed by the Deepsea Fishermen's Federal Union of British Columbia has no mention of coverage.

One lists the type of fish:

It is further agreed that this Master Agreement shall cover the operations of halibut, soupfin and dogfish net fishing, otter trawl fishing and tuna fishing out of ports of British Columbia.

The other provides for the listing of the vessels:

This Agreement covers the operation of all vessels engaged in long line fishing of which the Company is the registered owner. A list of vessels covered by this Agreement will be supplied by the Company to the Union and the Union will be informed by the Company of all changes in the list of vessels thus covered as they occur.

Wages

The halibut agreement signed by the Deep-sea Fishermen's Federal Union states with regard to wages:

The share of the vessel shall be one-fifth of the gross stock except when fishing gear is lost in the fishing grounds or stolen from the vessel in port, or when pilot or Customs dues is incurred, in which case such must first be deducted . . .

If deckhands or extra men are carried, such men's wages shall be paid by the vessel.

The two agreements signed by the United Fishermen and Allied Workers' Union specify that after deductions of the necessary expenses, which are listed in the agreement, the remainder is called the net stock and the share of the vessel is to be 20 per cent of the net stock.

The two agreements also stipulate that:

When a man is going fishing for the first time he shall receive a share to be decided by the crew and skipper.

If a man seeking employment represents himself as being an experienced fisherman and it develops that he has misrepresented his abilities the trip share paid to such man shall be left to the crew and the skipper to decide.

The halibut agreement signed by the Deep-sea Fishermen's Federal Union of British Columbia and one of the two agreements signed by the United Fishermen and Allied Workers' Union specify that:

Settlement to be made in the port where the fish is sold and to be made between the Captain or his agent and the fishermen. After the bills are paid, back bills shall be paid as follows: When the share is twenty-five dollars or less, nothing shall be taken out; when the share is over twenty-five dollars, one-half of the amount from twenty-five dollars to the full share shall be taken out. If the Captain desires to fit out on a cash basis he shall be empowered to use the proceeds of the voyage for this purpose. When money from the stock is used for cash payments the crew shall receive their share of whatever discount may be allowed for such cash payment.

Besides the agreements themselves, there is a memorandum attached to each of the halibut agreements signed by the United Fishermen and Allied Workers' Union. These memoranda provide that a deduction of \$22 per month for radio-phone and of \$39 per month for an echo sounder may be made from the gross stock on any vessel covered by these agreements that has a radio-phone and/or an echo sounder on board. This deduction is intended to apply to maintenance, licence and depreciation of these instruments.

Marketing of Fish

Two of the halibut agreements, those signed by the United Fishermen and Allied Workers'

Union, contain clauses giving the Captain and crew freedom to market their trips as they see fit.

One is as follows:

When operating a boat the skipper and crew must, at all times, have the same freedom of action as the independent skippers and crew to market their trips as they see fit, without interference from the owner or owners of the boat.

The corresponding clause in the second agreement is more detailed:

With the objective in mind that the Captain and crew have freedom of action to market their trips so as to obtain the highest possible return for their catches, it is mutually agreed:

- (1) The Captain and crew shall have the sole right to decide at which port they will land their catches.
- (2) Should they decide to deliver at Vancouver or Prince Rupert all fish on board shall be offered for sale to the highest competitive bidder on the Fish Exchange at these ports. Fish so offered shall be subject to the rules of the Exchange, it being specifically understood that if dissatisfied with the highest bid offered the fishermen may:

(a) hold their fish over for further bidding at a later day.

(b) take their fish to another port.

The Captain and crew may market the crew share of all livers and viscera on board where and as they please without restriction.

The Halibut agreement with the Deepsea Fishermen's Federal Union of British Columbia contains no such clause.

Disposal of Fish

The rulings for the disposal of fish are the same in the three halibut agreements and provide that all fish except halibut must be sold as first class or be dumped or destroyed. Halibut when not sold as first or second class must be dumped or destroyed. Non-compliance with this is punishable by fine.

Notice of Termination of Employment

All three of the halibut agreements contain the same ruling concerning notice of termination of employment.

When the Captain intends to discharge any members of the crew or any member decides to leave, notice of same shall be given when settlement is made . . .

Two of the agreements (one signed by the Deepsea Fishermen's Federal Union of B.C. and one signed by the United Fishermen and Allied Workers' Union) also specify that "When a fisherman desires to lay off he shall hire a substitute and notify the captain to that effect."

The two agreements signed by the United Fishermen and Allied Worker's Union also

specify that "If no substitute is provided and/or the Captain is not notified, a man may be hired by the Captain and paid at the prevailing rate. The sum will be deducted from the trip the share of the man replaced. If there is no man taking his place then the sum collected from the absentee member shall be divided equally among the members of the crew doing the work.

Crews' Responsibility

All of the halibut agreements contain clauses specifying the duties and responsibilities of the crew. They are listed below:

A sufficient number of fishermen shall be on board and work when oil, ice, stores and bait are put on board. Failure to do so, and if they wilfully delay the vessel in any manner, shall be deemed sufficient cause for discharge provided they can give no good reason for their absence.

The fishermen agree to keep the fishing gear in good order and to replace lost and condemned fishing gear.

The fishermen agree to discharge fish from tackle and to scale and head the fish if required, to keep the living quarters clean and in a sanitary condition, and to clean all the paint work inside the bulwarks each trip.

The fishermen agree to pay for a watchman when the vessel is in actual commission unless delayed by repairs, overhaul, or through neglect of the captain or the Operator, in which case the Operator shall pay the cost. If no watchman is available the captain shall hire one of the crew for this purpose. The captain and boat delegate shall determine whether a watchman is needed in small outside ports.

The fishermen agree to pay their share of supplies . .

All work done on the gear shall be done by the crew without any charge to the Company.

The fishermen agree to put away the gear within three days after the fishing season is over or when fishing boat arrives in port, weather permitting and any man not show-

ing up to clean the boat and put away the gear shall be charged at the prevailing rate which shall be paid to the man taking his place. If no man takes his place this sum when collected shall be divided among the members of the crew doing the work.

The Cook shall keep the galley and all equipment clean.

Sleeping quarters shall be kept clean by the crew.

The Engineer shall work on the engine one full day while in port without compensation and while working without compensation shall be released from work on gear, but any additional time is to be paid for at standard machinists' wages.

It shall be the responsibility of the Captain and the crew, that at the end of the season a written record definitely stating the number of skates of gear and other related equipment put ashore and fit to take out the following year be listed. Such record shall be signed by the Captain and boat delegate and a copy deposited with the Union for the benefit of the crew taking such gear out the following year.

Owners' Responsibility

The three halibut agreements specify that:

Should the owners desire to change from the use of light to heavy gear, or to space the hooks closer together, they must pay the difference in cost. Likewise, if the case is reversed, the owners are entitled to the differential.

The two agreements to which the United Fishermen and Allied Workers' Union are party state that:

All fuel tanks and lub tanks shall be filled by the owner at the start of the season and shall be returned by the crew in a similar condition at close of season, excepting, however, where crew and owner wish to make other arrangements mutually agreed upon.

Towing and Hole Bills

All of the halibut agreements have sections devoted to the settlement or non-settlement depending upon the conditions of towing and hole bills.

Tuna Fishing

On July 15, 1946, a Memorandum of Understanding was signed between the Vessel Owners' Association and the United Fishermen and Allied Workers' Union to govern the division of the tuna catch until such time as a full agreement should be drawn up. At the present time no agreement has been drawn up and the Memorandum of Understanding is still in effect.

An arbitration board shall be set up composed of one representative of the union and one of the association, plus one impartial third person, agreed upon by both parties to determine what percentage of the gross or

net share of the catch a tuna vessel should receive as a fair return from this fishery. The majority award of this arbitration Board shall be binding on both parties and shall become part of the tuna share agreement.

In the interval all tuna settlements are to be made as follows: Twenty seven per cent of the gross stock is to be deducted first, 20 per cent of this is to go to the boat share and 7 per cent to a trust fund to be redistributed after the arbitration award is known and to be deposited with the settlement service in the meantime. The balance of the gross stock is to be divided among the crew.

Net Workers

Both the United Fishermen and Allied Worker's Union and the Native Brotherhood of British Columbia have signed 1947 agreements for Cannery Workers and Supplements for networkers. Networkers are covered by the general clauses of the Cannery Workers' agreements as well as by the Networkers' supplements.

The provisions of the two agreements for cannery workers are not identical but follow the same general pattern and the Networkers' supplements are exactly the same except for a clause dealing with the transportation of female networkers. These agreements are analysed below:

Duration and Renewal

Both of the agreements have indefinite termination dates. They are for a period of one year and continue thereafter subject to 60 days' notice prior to March 15, by either party desiring to change or modify any portion of the agreements or to terminate the entire agreement.

Both provide also that when notice is given requesting modification or change, such notice shall specify the exact clauses in which changes are desired and subsequent negotiations shall be confined exclusively to such requests. Negotiations shall commence as quickly as possible following receipt of the two months' notice of modification.

The following provisions also deal with duration and renewal:

It is definitely understood that neither the company, superintendent in charge, nor any agent or employee of the Company, nor the Native Brotherhood or any delegate of the Brotherhood has the power or authority to change the provisions of this Agreement. The company reserves the right to cease operations at any time when deemed necessary and is thereby released from its obligations under this agreement while closed down, and not less than 48 hours' notice in writing shall be given to the employees, such notice to be posted in a conspicuous place at the plant. In the event of such a close down transportation to home port shall be given to employees upon request.

Purpose

Both of the agreements have essentially the same statement of purpose.

It is the intent and purpose of the parties hereto that this Agreement is to provide orderly collective bargaining relations between the Company and the Union, to secure a prompt and equitable disposition of grievances and to eliminate interruptions of work and interference with the proper operations of the Company's business, and to maintain mutually satisfactory working con-

ditions, hours and wages for the employees covered by this Agreement and the supplementary Schedules hereto.

Union Status

RECOGNITION OF UNION

Both agreements recognize the Union as the representative of the workers classified in the agreements. One agreement adds the qualification "and who are members of the Native Brotherhood and who have designated the Native Brotherhood as their collective bargaining agency", while the other adds "and who are engaged in a plant or section of a plant for which the Union is the certified bargaining representative."

PREFERENCE TO UNION MEMBERS IN HIRING

In the United Fishermen and Allied Workers' Union agreement, the companies pledge themselves to give preferential treatment in hiring to union members. The Native Brotherhood agreement contains no such provision.

VOLUNTARY CHECK-OFF

Both agreements provide for voluntary check-off of union dues and initiation fees from the employee's wages, upon receipt of a signed authorization from any employee who is or who desires to be a member of the union. The money is to be forwarded to the Secretary-treasurer of the Union and this practice is to be continued until such time as the employee revokes the authorization in writing.

UNION CO-OPERATION

One of the agreements pledges the union's support to the requirements of the Company that all employees shall perform to the best of their abilities the assigned work as directed by the Company management and to make certain that all shop steward Committees are fully aware of the terms and conditions of the agreement and its supplementary schedules and the employees' responsibility thereunder. The Union recognizes the need and importance for high productivity on the part of employees consistent with the terms and conditions of the agreement and the supplements thereof.

The union also agrees that there will be no union activity during working hours, except that which is necessary in connection with the enforcement of this agreement.

The other agreement, signed by the Native Brotherhood, merely states:

The plant committee shall co-operate with and assist the management in the maintenance of Company regulations.

Seniority

The agreement, signed by United Fishermen and Allied Workers' Union, contains an article on seniority and outlines the procedure to be followed in computing seniority.

Hours of Work

The regular hours of work for all net lofts are laid down as 44 per week.

In the Vancouver and District area, however, by mutual consent of the management and the shop steward committee of the individual plant, it may be determined to work in such net lofts on the basis of a 40-hour week during certain periods of the year. Special wage rates are set forth in case this 40-hour week is adopted. It is also agreed that in the Vancouver and District area an average 44-hour work week may be worked by having alternate 40- and 48-hour weeks.

Details of meal periods are set out and recess periods of 10 minutes in the morning and 10 minutes in the afternoon are provided.

Overtime

Overtime rules are set forth in the agreement as follows:

Overtime to be paid for all hours worked in excess of eight (8) in any one day.

For all hours worked after 12 noon on Saturdays and for all hours worked on Sundays, except when the company shall, because of the volume of work or other emergency conditions, specify and allow thirty-six (36) consecutive hours of rest between Saturday a.m. and Tuesday p.m.

For all hours worked on the following statutory holidays and for any other days that may be proclaimed British Columbia statutory holidays within the meaning of the "Factories Act" during the term of this agreement (New Year's Day, Dominion Day, Christmas Day, Good Friday, Thanksgiving Day, Boxing Day, Empire Day, Remembrance Day, and Labour Day).

Vacations

Vacation provisions are identical in both agreements. Briefly, they provide one day for each month of 192 hours, after six months of service. When the service is less than six months the vacation is to be at the rate of one half day per month. Overtime hours worked shall not apply in the calculation of hours worked for vacation credits.

Wages

Wage scales are set out in the supplements for both monthly and hourly rated employees. Overtime rates are also listed. A seasonal net boss receives \$295 per month with no control of hours; yearly net boss \$215 to \$260, over-

time \$1.12 to \$1.35 per hour; assistant net boss \$220, overtime \$1.15 per hour; combination camp and net man \$220 to \$230, with no control of hours; camp net man \$210 with no control of hours; qualified net man \$205, overtime \$1.07 per hour.

Fishermen qualified net men (temporarily employed on net work) \$1 per hour, overtime \$1.50 per hour; semi-qualified net men 85 cents an hour, overtime \$1.27½ per hour; inexperienced net men 70 cents an hour, overtime \$1.05 an hour; qualified net women 85 cents an hour, overtime \$1.27½ an hour; semi-qualified net women 70 cents an hour, overtime \$1.05 an hour; inexperienced net women 65 cents an hour, overtime 97½ cents an hour.

The following provisions are to be found in both agreements:

Subject to the conditions set out in the Supplementary Schedules to this Master Agreement, employees when not doing work covered by their own classification shall do such work as instructed by the management. If the employee is assigned to work of a higher classification for a period exceeding one day, he or she shall receive the rate of pay of the higher classification for the period so employed. Likewise, if an employee is assigned to work of a lower classification for a period exceeding one day, he or she shall receive the rate of pay of the lower classification for the period so employed.

Just one of the agreements stipulates further:

If work is assigned to an employee which requires a journeyman in some other trade and such employee is a qualified journeyman in that trade, he or she shall receive the union rate established for that trade in British Columbia. The employee concerned shall produce credentials to show his or her qualifications. In establishing qualification any employee who can prove five years' employment at his or her particular trade shall be considered qualified.

Qualifying Time

The following clauses specify conditions of advancement:

Men and women commencing net work for the first time shall be classified as "Inexperienced Net Men" or "Inexperienced Net Women". After 1 year's employment at net work (1 season is equivalent to 1 year) they shall be eligible for classification as "semi-qualified" net men or women. After 2 additional years (or seasons) they shall be eligible for classification as "Qualified Net Men" or "Qualified Net Women".

Should instances occur where, in the opinion of the management, sufficient skill and ability has not been demonstrated by an individual employee during the qualifying periods to justify upgrading, such cases shall be referred to the Qualified Net Men or Net Women in the net loft concerned. If in the opinion of the qualified workers the employee concerned is entitled to the upgrading, they shall meet as a committee with the management for the purpose of working out a sat-

isfactory solution. If it is found impossible to work out a mutually acceptable solution by this procedure, the case shall be dealt with in the regular grievance procedure.

Contract Net Work

Both agreements limit contract and piece work:

No work on nets, except selvedging, shall be done on a contract or piece work basis, other than by the mutual consent of both parties. It is agreed that should any group of fishermen preparing their seine desire to work on a contract basis there shall be no objection on the part of the Union.

Absenteeism

Penalties for absenteeism are on the following basis:

Absenteeism without permission shall be deducted from the wages of monthly paid employees on the basis of the hourly overtime rates set forth herein.

Working Conditions

The provisions pertaining to working conditions in the two agreements are similar and the following examples are quoted:

No employee shall be required to work over five hours in any one shift without being relieved for meals . . .

There shall be at least 9 consecutive hours of rest in every 24 hour period.

The following clause is found in the agreement of the United Fishermen and Allied Workers' Union only.

At plants where ten or more employees are housed in company bunkhouses the management shall designate or employ one person who shall be responsible for maintaining the cleanliness and warmth of the accommodation. It is understood that such employee shall not be required to service individual employee rooms.

Besides these quoted clauses provision is made in both agreements for hot and cold shower baths in all plants except those on the Vancouver waterfront, and clean, warm living accommodation.

The companies also agree to recognize and co-operate in the establishment of an individual record book system showing the service and experience of a man or woman engaged in net work.

Transportation

Both agreements provide that the Companies shall be responsible for two way transportation if the employee stays for six months or more, completes the season, or completes the work for which he or she was engaged and one way transportation if the employee works at the plant 2½ months or

more, up to six months. If an employee quits of his or her own accord or is discharged for just cause within two and one-half (2½) months from his or her arrival at the plant, the employee shall be responsible for all transportation costs. Employees shall pay their own transportation when travelling for personal reasons.

One agreement then provides that:

In the case of the Networkers' Supplementary Schedule it is agreed that in instances where fishermen travel to out of town net lofts in their own boats and engage in pre-season net work, immediately on arrival their wages for time spent travelling shall be computed on the basis of the time allowed for steamer passage to the plant concerned, and the usual gasoline allowance shall be provided.

The other agreement provides only for gasoline allowance for employees travelling in their own boats.

Fair Labour Practices

One of the agreements contains a clause pertaining to fair labour practices while the other does not. This clause is as follows:

No employee covered by this Agreement shall be asked to make written or verbal agreements with the Company covering hours of work, wages or working conditions during the term of this Agreement, unless such individual agreement is approved by both the majority of the Union members in the plant and the Executive Board of the Union.

Safety

The Companies are bound by the B.C. Workmen's Compensation Act.

Grievances

Both agreements contain practically the same grievance procedure clauses, the only difference being that one agreement contains a sentence prohibiting all stoppage of work or slowdown of work and no lockout during the period of settlement, while the other does not.

The Company agrees to recognize a Shop Steward Committee to be designated by the members at each plant. It shall be the duty of the Shop Steward Committee to see that the members of the Union in that plant observe this Agreement and to see that the rights and interests of such members in this Agreement are protected. In the event that a grievance or dispute arises every effort shall be made by the Shop Steward Committee and the local manager to settle it. If the grievance or dispute cannot be settled locally it shall be referred to the representatives of the Union and the Company.

Any dispute arising out of this Agreement which cannot be settled by the Union and the Company shall be referred to a committee of one representative of the Union

and one representative of the Company and one disinterested party, satisfactory to both the Union and the Company, for settlement. There shall be no stoppage of work or slowdown of work and no lockout during the period of settlement. In the event of any dispute

not being settled satisfactorily either party or both may have recourse to the governing laws of the province of British Columbia or Dominion of Canada, whichever take precedence, and the regulations covering the continuance of operating shall apply.

Improved Lighting in Coal Mines of the United Kingdom

Recommendation of Technical Committee

RECOGNITION of the fundamental importance, in the production of coal, of good underground lighting has led to recommendations to improve lighting conditions in the coal mines of the United Kingdom. That good lighting is essential was stressed by a Technical Advisory Committee appointed in September, 1944, by the Minister of Fuel and Power

to examine the present technique of coal production from coal face to wagon and to advise what technical changes are necessary in order to bring the industry into a state of full technical efficiency.

The Mine-Lighting Sub-Committee of the National Illuminating Committee of Great Britain has recently made recommendations to improve lighting conditions. These are summarized in the I.L.O. *Industrial Safety Survey*, January-March, 1947. Basing its recommendations on the findings of three panels of experts, the Sub-Committee, in addition to dealing with the general conditions affecting illumination underground, makes recommendations concerning portable lamps, mains lighting, and self-contained pneumatic-electric lamps with particular reference to coal-face lighting. The Sub-Committee endorses the opinion of the Technical Advisory Committee concerning the great importance of good lighting, and refers to the opinion of experts that poor lighting may well be the main factor in causing miners' nystagmus. A joint committee of medical experts and mining engineers appointed by the Colliery Owners' Research Association is now studying nystagmus.

Comparing the standards of illumination required by the Ministry of Labour for work in other industries, the Sub-Committee considers it anomalous that a much lower standard should be accepted for underground work. In factories, the compulsory lighting standards vary from 6 foot-candles where persons are at work to 0.5 foot-candles for places where they pass. Even at such places as docks, wharves and train sheds, 0.5 foot-candles is generally regarded as the minimum. The 1934 Regulations of the Mines Department approved 0.25 foot-candles, but it is now generally admitted that this standard is

too low. The Sub-committee, agreeing with the Technical Advisory Committee, considers that, in the interest of safety, health and efficient working at the coal face, particularly in mechanized mining under dusty conditions, every effort should be made to ensure that the illumination is at least 0.4 foot-candles, the lowest standard considered acceptable in any other industry. The Sub-Committee, however, recognizes the difficulty of attaining this standard because of such normal factors at the coal face as shot-firing, confined space, presence of supports, moving ground, and the difficulty of installing and moving cables for mains lighting.

As regards the use of portable lamps, the Sub-Committee expresses the opinion that the underground worker should

be provided with the most efficient means of portable lighting even though portable lamps may ultimately be secondary to the permanent lighting system.

It does not consider that portable lamps are at any time likely to be completely displaced by mains lighting; the application of mains lighting is still in its infancy and a considerable time, possibly years, may elapse before such lighting becomes general at the coal face. The Sub-Committee, therefore, considers that advantage should be taken of every possible advance in the development of portable lamps but it believes that much attention is rightly being focussed on the development of general mains lighting.

To improve the service of portable electric lamps, the Sub-Committee considers that a higher standard of lamp-room maintenance is necessary. Competent persons should be supervised by adequately educated and technically trained men who are given the status of mine officials and paid accordingly. Courses in lamp-room maintenance should be given at Mining Technical Colleges by the Local Education Authority, and selected men from the collieries encouraged to attend. A recognized form of certificate should be awarded to successful students.

Other steps already undertaken for improving portable lamp service include extending the use of krypton-filled lamp bulbs which

give 20 per cent more light than similar argon-filled bulbs, and reducing the British Standards Specification for the life of the bulb from 600 to 250 hours for cap-lamps and 300 hours for pillar lamps. More efficient cap-lamp reflectors are being developed, and methods of easily cleaning them.

The Sub-Committee considers that the switch in hand- and cap-lamps should be retained so that a miner, imprisoned in the workings, may conserve the light by intermittent use; that manufacturers of miners' lamps should be encouraged to take full advantage of light non-ferrous alloys and plastics with the requisite strength in order to reduce the weight of lamps; that the Regulations of 1934 requiring certain specified places to be whitewashed should be extended, more mine roadways whitewashed, and experiments made with applying whitewash or a white dust to the roof, pack-walls, props, pans, etc., at the coal face; that encouragement should be given to developing, if possible, the use of the electric discharge bulb, instead

of the filament type, for miners' lamps; and that attention should be given to developing transportable battery-fed lamps for local flood-lighting where neither mains lighting nor compressed air is available, as in driving of drifts, shafts, and so on.

As regards mains lighting, the general conclusion of the Sub-Committee is that the degree of illumination and the type of lamp are of secondary importance as compared with the mechanical design of the coal-face lighting equipment, including fitting, cable and plug attachments, since unless the lighting equipment can, itself, be easily moved forward after each working-shift with a minimum of damage to the apparatus, it will never become popular no matter how efficient the illumination it provides.

Pneumatic-electric lamps for illuminating the coal face are also considered, and the Sub-Committee refers to the desirability of installing inbye compressors for face lighting with such lamps.

Hours of Work and Output in United States

THE findings of a study of the effects of long working hours on efficiency, absenteeism, industrial injuries and output, published in the July issue of the *Monthly Labour Review*, official publication of the United States Department of Labour, were that when operations were not automatic or semi-automatic, longer hours generally resulted in reduced efficiency and increased absenteeism and injuries. Where automatic operations prevailed, slightly better output was often obtained through the spreading of non-productive time for preparation and cleaning, etc., over a longer operating period.

Commenced during the war when long work schedules were the general rule and carried into the post-war period, the study investigated the situations in 34 manufacturing plants.

Because of the inadequacies found in maintaining records, the number of workers included in the different phases of the survey varied. Some 3,500 workers were studied for efficiency information, 14,400 for data on absenteeism and about 85,000 for data on industrial injury.

In a summary of the findings, the article stated that generally, longer hours resulted in larger output. "Although some of the observed output schedules maintained 11- and 12-hour shifts totalling more than 60 hours weekly, such schedules were the exception. As a rule, daily hours rarely exceeded 10, and weekly hours fell below 58. In only a few instances were hours so long that the fatigue engendered re-

sulted in no increase in output during the longer hours. But at times, the additional output was so small as scarcely to warrant the additional time worked. Unit labour cost must have increased to indefensibly high levels. In such instances, the same or better results could have been achieved by very much shorter hours, as 44 or 45 per week. Generally, however, the longer hours yielded additional output—but at a regressive rate. Even if overtime pay was excluded from consideration, as hours increased, the proportionate output return decreased, and unit labour cost rose.

"Except for a few clothing plants, studies of the effects of weekly hours less than 40 are not included in the survey. It is not possible, therefore, to make any suggestions as to the relative value of shorter work schedules. However, the shorter the workweek the less any worker can afford to absent himself. The longer the workweek, the greater is the pressure for some time out to attend to personal matters—shopping, seeing the dentist or physician, attending to family matters, or just a day off for additional rest—and there is less urgency not to lose a day's pay. It is literally true that workers cannot afford to be ill when working shorter hours, and that they frequently come to work in spite of great discomfort."

On the effect of lengthened work periods upon absenteeism the article reported that

some managements attributed the higher absenteeism during the longer hours to the fatigue engendered by the longer work schedules. "In addition, they realized that the long hours imposed considerable hardships on the workers, particularly women who had duties outside the plant. Others thought workers were earning so much money that they did not know what to do with it and consequently did not see the necessity of working a full schedule. At times, this explanation appeared to have considerable basis in fact. For instance, the labour in one large foundry which had been recruited from the South, received much higher hourly rates than previously earned. Absenteeism was high—presumably because this type of labour had not yet raised its standard of living to a point that required a full week's pay. But, whatever the reason, one fact stands out clearly in the survey: the higher the hours, the more scheduled worktime lost through absenteeism.

"As a rule, the time lost by women through absenteeism exceeded that of men. This was generally true at every level of hours. It is known that women lose more time than men through illness, and that the periodic menstrual cycle has a bearing on the problem. When home responsibilities and the care of a house-

hold or children are added, it is not difficult to find additional explanations for the difference."

Injuries also increased as hours increased, not only in absolute numbers but also in the rate of incidence. "The number of injuries per million hours worked, in most of the instances observed, was very much higher at the longer hours. Sometimes an effective accident-prevention program managed to hold the rates down; at other times the rates went up in spite of everything that was done.

"The findings concerning the effects of longer workdays and longer workweeks apply almost entirely to workers under some sort of incentive system. In a few instances it was possible to evaluate the effects of longer schedules on workers not paid under the wage incentives. For these workers, neither the lengthening nor shortening of daily or weekly hours had any appreciable effect on efficiency. They performed about as well at 58 hours as they did at 40, or at some schedule between these limits. The pace during the shorter hours was not so fast that it could not be maintained at higher schedules. Conversely, shortening hours did not speed up the operating pace. Absenteeism, however, tended to be higher on the longer schedules."

Developments in Consumers' Co-operative Movement in 1946

A BULLETIN published by the United States Bureau of Labour Statistics describes the developments in the Consumers' Co-operative Movement in 1946. The outstanding event of the year for co-operators in the United States according to the bulletin was the biennial Co-operative Congress, which made far-reaching changes in the structure of the organized co-operative movement. The bulletin also reports substantial progress in the fields of co-operative housing and medical care in 1946. The year, states the bulletin, was also notable for the unusually large number of new branches opened or new departments added by established associations and for the organization of national federations of co-operative housing associations, of co-operative medical-care associations and of students' co-operatives, as well as of an international association to carry on trade in petroleum products among the co-operative movements of the various countries of the world.

Previous efforts toward closer relationships with other groups, such as labour, churches, and farmers were continued and expanded. "Particularly successful have been the moves

in the direction of labour, which are now paying dividends in the active support of co-operatives by unions and their members in many places."

As usual, many new distributive co-operatives were started during the year, and a large number of associations opened new branches or added new departments. Electrical-appliance departments were the most popular with some 2,300 local associations reported as dealing in electrical appliances by early 1947. Among the new ventures, were departments for building supplies, lumber yards, coal yards, a carpenter shop, general stores, gasoline stations, cold-storage lockers, dry-cleaning service, watch-repair service, a dry goods store and a hardware store.

From reports received by the Bureau of Labour Statistics it was evident that housing co-operatives were being formed all over the country. Especially active were the veterans who undertook new developments and planned the remodelling of existing buildings.

Numerous housing developments on the co-operative plan were sponsored by labour groups. Among others may be mentioned the

printing trades, a local of the UAW-CIO, and joint participation of the AFL and CIO unions as well as the local consumers' co-operative at Racine, Wisconsin.

In no case, however, had any of the associations listed in the bulletin actually built any dwellings by the end of 1946. The principal reasons for this were restrictions on building materials and uncertainty as to prices. In many cases the association had bought land and others had taken options on sites. Some had selected architects or contractors and a few had even obtained plans for a whole community lay-out.

The bulletin states that the spread of co-operative provision of medical care was outstanding in 1946 from the Mississippi River westward. The greatest advance was in the formation of hospital associations. The number of co-operative hospitals increased from 6 in 1945 to 9 by the end of 1946 with 13 associations formed and under way and 22 others in process.

In most cases the hospitals have been organized in rural districts but in Washington State urban industrial workers as well as farmers have been behind the organizing drive. In Seattle a Group Health Co-operative was formed in 1946 with widespread community support including local labour organizations, co-operative associations and several other groups. Among the labour organizations were the boilermakers, milk wagon drivers, aircraft mechanics and Renton Central Labour Council.

A nation-wide conference of health co-operatives was held in August, 1946, at which were present delegates from medical-care associations, labour and farmer groups. A new incorporated organization, the Co-operative Health Federation of America, was announced at the Co-operative Congress in September. At the same time a labour committee was formed to foster the formation of prepayment medical-care plans; a small executive committee was elected to further the federation's work.

Campus co-operatives showed a general revival in 1946. The return of male students from the Armed Forces was the main factor. Many new associations were formed and others revived. The co-operatives furnish rooms, meals, or both. Most of the students' enterprises are run for the benefit of unmarried students but a large proportion of the membership now consists of married ex-servicemen.

Many noncommercial federations have been formed during the past two years, some of

which were a clearing point of experience for existing co-operatives.

On the educational front much was done to create an informed membership in the co-operative movement and to provide well-trained efficient employees. The Rochdale Institute held two short-term courses while the regional wholesales also offered technical courses for co-operative managers and employees. Several universities included co-operative subjects, such as co-operative law and consumers' co-operation. The Co-operative and Labour Institute at the University of Wisconsin was attended by both CIO and AFL unionists.

Relationships between co-operatives and organized labour continued closer in 1946. At the 1946 AFL convention the report of the Federation's executive noted "significant progress in strengthening the ties between AFL and the Co-operative League of the U.S.A." It commended this interest and urged affiliated unions to take an active part in co-operatives and, where necessary, to organize them.

At the 1946 Co-operative Congress the president of the United Auto Workers (CIO) pledged the support of his union in a drive to organize 'consumers' co-operatives wherever it has locals. Individual local unions are also reported to be actively supporting the organization of new co-operatives in various places while over the years there have been many instances where co-operatives have aided striking unionists.

In the international field the most important event was the Congress of the International Co-operative Alliance in Zurich, Switzerland, in October. Delegates were present from co-operatives in 20 countries. Also attending were observers representing the governments of 7 countries, the Economic and Social Council of the United Nations, and the International Labour Organization. At this Congress the furtherance of co-operative international trade was emphasized. In February, 1946, the General Assembly of the United Nations confirmed the permanent consultative status for the International Co-operative Alliance in the Economic and Social Council.

Late in 1945, 25 relief agencies in the United States formed a non-profit co-operative organization for European relief. They included various relief agencies, the welfare organizations of several religious faiths, representatives of the AFL and CIO, and the Co-operative League of the U.S.A. The new organization popularly known as CARE (Co-operative for American Remittance to Europe) sent food parcels to 11 European countries. The president of CARE is also the president of the Co-operative League of the U.S.A.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P.C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping, lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion, has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-43.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102).

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to:

the certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the *Wartime Labour Relations Regulations, P.C. 1003*, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in two separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of September. During the month the Board received nine applications, held six hearings, issued seven certificates designating bargaining representatives, rejected one application, allowed the withdrawal of three applications and ordered two representation votes.

Certificates Issued

Seven applications for certification of bargaining representatives were approved by the Board and certificates issued as below:

(1) *Canadian Brotherhood of Railway Employees and Other Transport Workers* and certain of its officers for the employees of the *Temiscouata Railway Company, Riviere du Loup, P.Q.*, generally described as station employees, shop employees and maintenance of way employees (including bridge and building employees) who are presently covered by separate agreements between the company and the Brotherhood, together with station clerks other than headquarters staff.*

(2) *Flin Flon Base Metal Workers' Federal Union No. 172* and certain of its officers, for the hourly rated employees employed in the *Research Department of Hudson Bay Mining and Smelting Company, Limited, Flin Flon, Man.*, in the classifications of test plant shift boss, pilot plant head operator, pilot plant operator 1st, pilot plant operator 2nd, labourer, test plant craneman, electric furnace operator 1st, electric furnace operator 2nd and electric furnace operator 3rd.*

(3) *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for engineer officers including the chief engineer, employed by *Consolidated Dredging Limited* on its tugs *Edward C. Whelan* and *Lisgar*.

(4) *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers in the engineer office below the rank of chief engineer employed by the *Ontario Car Ferry Company Limited*, a subsidiary of the Canadian National Railways, operating between Cobourg, Ont., and Charlotte, N.Y., aboard the *SS Ontario No. 1* and *SS Ontario No. 2*.*

(5) *Canadian Seamen's Union, Pacific Coast District*, and certain of its officers for the unlicensed personnel employed by the *Shell Oil Company of British Columbia, Vancouver*,

B.C., in the deck, engine and stewards' departments of its vessel the *MS Western Shell*.**

(6) *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division No. 182* and certain of its officers for the regular and part-time employees of the *Toronto Terminals Railway Company, Toronto, Ont.*, employed in the Restaurant Department (Oak Room, lunch room, soda fountain, laundry and office) in the classifications of cashiers, waitresses, waiters, chefs (without authority of hiring and firing), cooks, laundresses and clerical employees, attached to the restaurant department in the classifications of storeman and clerk, clerk, night clerk and assistant clerk and waitress. The supervisor of restaurants, one chef, assistant supervisor of restaurants, head dietitian, dietitian working the opposite shift from the head dietitian, soda fountain dietitian, steward and all employees of news stands were excluded from the bargaining unit.***

(7) *National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for marine engineers employed by *Westward Shipping Limited, Vancouver, B.C.*, on its vessels the *MS Standard Service* and the *MS B.C. Standard*. The chief engineer was excluded from the bargaining unit.***

Applications for Certification Rejected

Canadian Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company, Vancouver, B.C. (L.G., August 1947, p. 1134). Following a representation vote the Board rejected the application for the reason that it was not supported by a majority of the employees affected.

Representation Votes Ordered

(1) *Canadian Seamen's Union and Lakeland Tankers Limited, Toronto, Ont.*, (L.G. August, 1947, p. 1133). Following an investigation of the application the Board ordered a representation vote of the unlicensed personnel on the *SS Makawelli* of *Lakeland Tankers Limited*,

Note: *Following an investigation of the application

**Following an investigation of the application and a public hearing.

***Following an investigation of the application and a representation vote.

Toronto, Ont. The steward-first cook was excluded from the list of eligible voters. Mr. Harold Perkins, Industrial Relations Officer, Toronto, Ont., was appointed Returning Officer by the Board to supervise the ballot.

(2) *National Association of Marine Engineers of Canada, Inc.*, and *Lloyd Tankers Limited, Toronto, Ont.*, (L.G., August, 1947, p. 1134). Following investigation of the application and a public hearing the Board ordered a representation vote among the engineer officers employed by Lloyd Tankers Limited, Toronto, on its vessels the *SS Bruce Hudson* and the *SS Joan Virginia*. The chief engineers were excluded from the list of eligible voters. Mr. Harold Perkins, Industrial Relations Officer, Toronto, was appointed by the Board to conduct the vote.

Applications for Certification Withdrawn

(1) *Canadian Navigators Federation and Riviere du Loup-Tadoussac Ferry Company Limited, Montreal, P.Q.* (L.G., June, 1947, p. 796). On the request of the National Secretary of the Federation the application was withdrawn.

(2) *Canadian Lake Seamen's Union and Canada Steamship Lines Limited, Montreal, P.Q.* (L.G., August, 1947, p. 1134). On the request of the National Secretary-Treasurer of the union the application was withdrawn.

(3) *Order of Railroad Telegraphers and Quebec Railway, Light and Power Company Limited, Quebec, P.Q.* (L.G., September 1947, p. 1273). On the request of the Chairman of the Quebec Division No. 103, Order of Railroad Telegraphers, the application was withdrawn.

Applications for Certification Received during the Month of September, 1947

(1) *Canadian Navigators Federation* on behalf of licensed officers and/or non-licensed officers holding the position of officer on Board

the vessels *MS Elmbranch*, *MS Firbranch*, *SS Pinebranch* and *SS Sprucebranch* of *Branch Lines Limited, Sorel, P.Q.*

(2) *Canadian Brotherhood of Railway and Steamship Clerks, Freight Handlers and Station Employees*, on behalf of clerks in the superintendent's office, *Canadian Pacific Railway Company, Moose Jaw, Sask.*

(3) *National Association of Marine Engineers of Canada, Inc.*, on behalf of engineer officers employed by *Shell Canadian Tankers, Toronto, Ont.*

(4) *Canadian Navigators Federation* on behalf of licensed officers and/or non-licensed officers holding the position of officer on board the vessels *C.G.S. Sir Hugh Allan*, *C.G. Tug Glenkeen* and *C.G. Tug Glenada* of the *National Harbours Board, Montreal, P.Q.*

(5) *Air Engineers Society of Canada* on behalf of air engineers below the rank of assistant chief mechanic and assistant chief inspector employed by *Canada Air Lines, Winnipeg, Man.*

(6) *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels of the *Anticosti Shipping Company, Montreal, P.Q.*

(7) *National Association of Marine Engineers of Canada, Inc.*, on behalf of marine engineers on the vessels *C.G.S. Sir Hugh Allan*, *C.G. Tug Glenkeen* and *C.G. Tug Glenada* of *National Harbours Board, Montreal, P.Q.*

(8) *Seafarers International Union of North America* on behalf of employees in deck, engineroom and steward's departments of the vessel *Britamerica* of the *British American Oil Company Limited (Britamerican Ltd), Vancouver, B.C.*

(9) *Canadian Merchant Service Guild* on behalf of the licensed deck personnel employed by the *National Harbours Board (Port of Montreal)* on the vessels *C.G. Sir Hugh Allan*, *C.G. Tug Glenkeen* and *C.G. Tug Glenada*.

Conciliation Proceedings under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the

Minister of Labour by the Wartime Labour Relations Board (National), and, until May 15, 1947, such disputes in certain provinces were also referred to the Minister by the Provincial Boards in their respective jurisdictions. The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the

Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister. The duty of such Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

I *Assignment of Conciliation Officers*

During September, 1947, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:

Canada Steamship Lines, Ltd. (waterfront freight handlers at various points in Quebec and Ontario) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). Harold Perkins, Conciliation Officer. (*See also III*)

Canadian Pacific Railway Co. (coal dock employees, Britt, Ont.) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). F. J. Ainsborough, Conciliation Officer.

Canadian Pacific Railway Co. (coal dock employees, Little Current, Ont.) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). F. J. Ainsborough, Conciliation Officer.

II *Agreements Facilitated by Conciliation Officers or Applications Withdrawn*

In the following case, a report was received from the Conciliation Officer indicating the withdrawal of the application for intervention:

Clarke Steamship Co. Ltd., Montreal, P.Q., and Canadian Seamen's Union (TLC). R. Trepanier, Conciliation Officer (*vice* J. S. McCullagh).

III *Boards Established*

During the month, Conciliation Boards were established to deal with disputes between the following parties:

Canada Steamship Lines, Ltd. (waterfront freight handlers at various points in Quebec and Ontario) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). Harold Perkins, Conciliation Officer. (*See also I*).

Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service) and Union Steamships Ltd., and Seafarers' International Union of North America (AFL). G. R. Currie, Conciliation Officer.

United Towing & Salvage Co. Ltd., Montreal, P.Q., and Canadian Seamen's Union (TLC). R. Trepanier, Conciliation Officer (*vice* J. S. McCullagh).

IV *Boards Fully Constituted*

Various Railway Companies. The Conciliation Board established to deal with a dispute between the Canadian National Railways and the Canadian Pacific Railway Co., their subsidiaries and jointly-owned undertakings, and Algoma Central & Hudson Bay Railway Co., Ontario Northland Railway, Toronto, Hamilton & Buffalo Railway Co., Pacific Great Eastern Railway Co., Essex Terminal Railway Co. and Sydney & Louisburg Railway Co., and the Brotherhood of Railroad Trainmen was fully constituted on September 12, 1947, with the appointment of Honourable Mr. Justice E. K. Williams, Winnipeg, as Chairman of the Board, in the absence of a joint recommendation from the other two members of the Board, George Hodge, Montreal, and Ralph Maybank, K.C., M.P., Winnipeg, who had been appointed on the recommendation of the employers and employees, respectively.

Various British Columbia Shipping Companies. The Conciliation Board established to deal with a dispute between the Canadian National Steamships (Pacific), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry Service), Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and the Canadian Merchant Service Guild, (TLC) was fully constituted on September 10, 1947, with the appointment of H. A. Beckwith, Victoria, as Chairman of the Board, on the joint recommendation of the other two members of the Board, W. H. M. Haldane, Victoria, and S. M. Jamieson, Ph.D., Vancouver, who had been appointed on the recommendation of the employers and employees, respectively.

Canadian Pacific Railway Co. (dining, cafe and buffet car employees). The Conciliation Board established to deal with a dispute between the Canadian Pacific Railway Co. (dining, cafe and buffet car employees) and Brotherhood of Railroad Trainmen was fully constituted on September 12, 1947, with the appointment of Honourable Mr. Justice E. K. Williams, Winnipeg, as Chairman of the Board, in the absence of a joint recommendation from the other two members of the Board, George Hodge, Montreal, and Ralph Maybank, K.C., M.P., Winnipeg, who had been appointed on the recommendation of the employer and employees, respectively.

V *Board Reports Received*

During the month, Board reports were received in the following cases:

Canada Veneers Ltd., Saint John, N.B., and Industrial Union of Veneer Workers (CCL).

Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry

Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and National Association of Marine Engineers of Canada, Inc. (TLC).

Ray-O-Vac (Canada) Ltd., Winnipeg, Man., and Local 3929, United Steelworkers of America (CIO-CCL).

City of Winnipeg and Federation of Civic Employees, Central Council (CCL).

Report of Conciliation Board in Dispute Between Canada Veneers Ltd., Saint John, N.B., and Industrial Union of Veneer Workers (CCL)

On September 2, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge H. O. McInerney, Saint John, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, T. L. McGloan, Saint John, and J. K. Bell, Halifax, appointed on the nomination of the employer and employees respectively.

Report of Chairman

To The Honourable
HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa.

Sir:

Your Board of Conciliation, consisting of Mr. J. K. Bell, of Halifax, N.S., nominated by the Union, Mr. T. L. McGloan, Barrister, nominated by the Company, and myself, as Chairman, was convened on June 23 last, and the members were duly sworn. The Chairman read the letter of Mr. M. M. MacLean, Director of Industrial Relations, dated June 11, 1947, as to the Constitution of the Board, documents enclosed with it, and instructions for proceedings. Representatives of the Union and of the Company were asked to submit briefs, which was done at the next meeting, held the following day.

At a meeting held on July 29 last, pursuant to an extension of time granted by you, Sir, the following representatives were present:

For the Company—

Mr. L. McRitchie, K.C., Vice President
Mr. W. F. Ryan, Barrister
Mr. W. W. Rogers, General Manager
Mr. Burton Scott, Personnel Manager
Mr. Arthur McNair, Superintendent

For the Union—

Mr. Angus MacLeod, District General Representative, C.C.L., and Bargaining Agent.

At a meeting on July 30, the same representatives of the Company, excepting Mr. Scott, were present, and for the Union, Mr. MacLeod, Mr. Henry Martin, President, and Mr. Ellery Mason, Recording Secretary of the Union. Mr. MacLeod filed a rebuttal brief. There was discussion by Mr. MacLeod, Mr. Ritchie, Mr. Ryan, Mr. Rogers, Mr. Mason and Mr. Martin.

Both sides professed the undesirability of overtime, the Company saying it is sometimes necessary to save demurrage on cars, and the Union taking the position that there must be a penalty on overtime to discourage and prevent it.

At the next meeting, the same representatives were present, with the addition of Mr. K. C. Irving, President of the Company. A new brief was filed for the Company, and lengthy discussion occurred.

Mr. Irving finally said that if the Company representatives had already agreed to time and one-half for Sunday work, and double time for holidays worked, except as to boiler men, and maintenance men, he would consent.

At a subsequent meeting of the Board alone, on July 31, I proposed that, as a basis of agreement. Mr. Bell said that he could agree to nothing less than double time for all employees on Sunday and holidays. Mr. McGloan agreed to the proposal. It thus became evident that there could not be unanimity.

The proposal so submitted is that previously made by Mr. H. R. Pettigrove, Industrial Relations Officer, but as qualified by the Company, and as so qualified, and agreed to by Union and Company negotiators alike, not accepted by the members of the Union when submitted to them.

It is true that the proposal as so qualified represents something less than the men had during some of the war years: it was then double time for Sundays, but for fewer holidays. From 1941 to 1943, non-shift workers received double time for all Sundays and six holidays. Beginning in 1943, all employees,

without distinction, were included in such double time. But the position of the Union, that there be a penalty to discourage Sunday and holiday work, is met. The only difference is as to the amount of the penalty for Sunday work, and boiler room and maintenance men are not included. They are offered, however, a day free from work in lieu of the Sunday or holiday worked. There is a substantial penalty, nevertheless, quite sufficient, from my understanding of the submissions, to discourage overtime during these uncertain years in the Veneer business. Costs of operation are undoubtedly rising, raw material is far more difficult to obtain, practically not obtainable now in this Province, most of it is being brought in from the State of Maine and from the Province of Quebec, we were told, and, I believe, increased competition is appearing and is inevitable. The demand at any price has ceased. There can be little doubt that the overtime to be worked will not be anything like it had been prior to this year—indeed the figures submitted showed it to be almost a thing of the past. Regularity in the supply of gondola cars by the railways is something to be hoped for, but not a present condition. There may be, it is said by the Company, short periods of Sunday work, because of unusually large numbers of cars arriving together: demurrage would thus be saved and the cars started on their way again. This is a temporary thing, however, and from what can now be seen, the amount of Sunday work is likely to be very limited.

If so, it is replied, the cost to the Company will not be significant, so why disturb the order of the war years? Because, "The old order passeth." If increasing competition and more difficulty in obtaining raw material develop, as I believe to be the case in this industry, other costs most certainly cannot be increased, or perhaps even maintained. It would, in my view, be equitable that overtime allowances suffer somewhat, especially if a substantial penalty on Sunday and holiday work is provided.

At first, I was inclined to the Pettigrove proposal, as qualified by the Company and as accepted by the Union Committee, but refused by the Union itself. On further reflection, however, I feel that all employees, including boiler men and maintenance men, should be entitled to time and one-half for Sundays and double time for proclaimed holidays. The penalty indicated is sufficient, but it should be general.

I should like to add that the proceedings throughout were conducted by the representatives of the Union and of the Company alike in a most dignified and helpful manner.

(Sgd.) H. O. McINERNEY,
Chairman.

Report of Mr. Bell

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

DEAR SIR:— The Board of Conciliation appointed by you to deal with the above dispute has concluded its deliberations. I regret that I cannot agree with the conclusions arrived at by His Honour Judge H. O. McInerney, the Chairman, and Mr. T. L. McGloan, my fellow member of the Board, and I beg leave to submit my report herewith.

In the several briefs submitted by the company the request for the discontinuance of double time payment for work performed on Sundays and statutory holidays, a condition granted by the company in 1941 and not included in the current agreement, having been referred by both parties to this Board for consideration, that such request by the company at this time centres around the following points: 1. Company's belief in the necessity of the Union granting the company a return concession for the "sweeping concessions made by the company to its employees over the past nine years and the very marked concessions granted by the company during the negotiations which led to the October 31st, 1946, agreement." 2. Expectation of foreign competition in the United Kingdom, which is principal market for company products, necessitating reduction in production costs. 3. Higher cost of raw material due to long haulage from forest stands unaffected by ravaging bronze borer. 4. Double time payment for Sundays and statutory holidays worked not paid generally to other Canadian workers in wood products industry.

However, in the course of the Board hearings it was shown that the working of Sundays and statutory holidays has been discontinued for production workers by the company as of May 4, 1947, and other than a few maintenance workers being called in on Sundays and statutory holidays and being paid double time rates accordingly the three latter concerns of the company as listed above are thereby eliminated and thus confining the company's argument to the first numbered point. This viewpoint is strengthened by the disclosure made by the company management at the Board hearing that it is the policy of the company to avoid the working of

Sundays and holidays in the future and that arrangements were being made to place certain maintenance workers on a 6 day week as soon as possible. The union representatives at the Board hearing also supported the principle of a standard work week without overtime and pointed out that their insistence for double time payments for Sundays and holidays be continued was for the purpose of ensuring the 6 day week for the greatest number of the employees.

The Board was informed that at the commencement of negotiations of the current agreement both parties reviewed the section providing double time for Sundays and holidays worked without objection to same by the company and at a subsequent meeting the company made a counter-proposal to the union providing for double time for Sundays and holidays worked with the exception of Armistice Day from the listing of holidays proposed by the union as this day was not a double time day in previous years. Both parties not having agreed that each section of the agreement was being negotiated separately when negotiations first opened the union is being denied this counter-proposal which has never been formally withdrawn by the company and was not followed by any marked concessions on the part of the company which would justify the request of the company for a concession from the union in return. Representative of the company acknowledged the union's claim that any agreement improvements negotiated following the counter-proposals of the company to pay double time for Sundays and holidays (Armistice Day excepted) were not of a nature which would increase production costs, all of which does not strengthen the statement of company representative that the granting of double time for Sunday and holidays *when worked* could easily become another factor leading to the removal of the plant from the area.

While comparison was made with other Canadian wood products plants it was pointed out by the union representatives that working conditions and plant operation in the Saint John, N.B., plant were totally different from other wood products plants in North America. The company is specializing in a veneer product of a graded quality of which it is practically the sole manufacturer on the continent and in the opinion of the union was and is anxious to institute reductions based on future conditions expected and not on any present conditions demanding same. Several proposals in shift arrangements were made by union representatives at the Board hearing which could effect a saving to the company of an amount comparable to the

amount estimated and submitted by the company with the discontinuance of double time payments for Sundays and holidays worked. The union expressed a fear that any reduction from double time payment for Sundays and holidays might encourage the company to operate the plant with a reduced working force working excessive overtime.

It is my opinion that the company's main basis in this dispute lies in the request for further concessions from the union notwithstanding the evidence submitted that numerous compromises were effected during the negotiation of the working agreement which are more clearly shown by comparing wages and conditions of the company's plant as against prevailing wages and conditions in the locality rather than a comparison of wages and conditions received by the company employees in the past or with wages and conditions experienced by employees in certain wood products industries elsewhere.

Being in full support of the continuation of double time payment for work performed on Sundays and statutory holidays by the employees of the company it is not possible for me to join with the other Board members in their report.

All of which is respectfully submitted,

(Sgd.) J. K. BELL
Member of the Board.

Report of Mr. McGloan

To the Honourable
HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa.

Sir:—

The first meeting of the Board of Conciliation appointed by you in the above mentioned matter was held on June 23, 1947, at which H. O. McInerney, Esq., K.C., as chairman, Mr. J. K. Bell, the nominee of the Union, and myself, the nominee of the Company, were duly sworn. After considerable discussion the meeting adjourned and reconvened on June 24, at which meeting the briefs of the Company and the Union which had been submitted were considered in detail.

At this latter meeting Mr. Bell stated that another dispute between the Company and the Union concerning the method to be employed in computing holiday time was then pending and it was felt by the Board that until this latter dispute was settled or officially referred to a Board of Arbitration for action, there would be no purpose in the Board proceeding to attempt a conciliation on the matter in dispute which had been specially referred to it

until the other dispute had been settled and it was agreed by the chairman and the members that the Board would adjourn sine die pending further action on the dispute concerning holidays.

At a later date advice was received that the Company and the Union had satisfactorily settled the dispute concerning the holiday time, the Company having conceded to all of the Union's demands, and the Board reconvened on July 29, at which meeting five representatives of the Company and three representatives of the Union attended. The Company submitted a revised brief and Mr. Angus McLeod of the Canadian Congress of Labour, a Union representative, submitted a brief in rebuttal.

The representatives of both the Union and the Company agreed that working overtime, particularly on Sundays, was not desirable and a Company representative stated it would be the policy of the Company to have as little overtime work as possible and the schedule attached to the Company's brief showed that a material drop had occurred in Sunday work at the Company's plant in recent weeks. The Company representatives submitted a schedule of wage rates paid by the Company and comparative rates paid by other companies in a similar business in Quebec and Ontario which comparative statement showed that the local Company is paying quite considerably higher basic rates than similar companies in Ontario and Quebec. While wage rates were not the subject of dispute between the parties, yet the Board admitted the submission of wage figures by the Company as part of its submission that the Company in paying higher rates than its competitors is not in a position to further penalize itself by paying the overtime rates demanded by the Union.

The Company representatives also stressed that conditions over which the Company has no control have greatly increased its production costs. They stated that the supply of its raw material from New Brunswick sources had been completely exhausted by the destruction of hardwood trees by the bronze borer and the Company is now compelled to bring its raw material by railway from Northern Maine and the Province of Quebec with the result that its freight costs have increased very greatly over the past two or three years. Also the Company representatives stated that because of the scarcity of railway cars its supply of veneer logs no longer moves normally but comes in in unexpected quantities at unexpected times with the result that the Company is faced

with the problem of working the log yard crew overtime and on Sundays in order to unload logs and save railway demurrage. In addition to saving demurrage, such overtime work has resulted in continuous operation of the plant and had it not been for such overtime work, there have been and can be occasions when the mill would or might have to close down until the raw material is brought into the log yard.

At this meeting of July 29, 1947, and at subsequent meetings, it was made abundantly clear to me that the Company is faced with a rather serious situation and that its future is or can become precarious. All during the war years the Company was making a fine grade of veneer and a market was always available because of the war. This situation, however, has changed quite radically in the past year and an even more radical change can be expected in the future when the Company will be faced with a greatly reduced market in the United Kingdom and serious competition from other mills in Quebec and Ontario in the domestic market. According to the schedule of comparative wage rates submitted by the Company to the Board, its competitors pay lower rates of wages to their employees, and, being located in close proximity to raw material supply and market for manufactured product, they will not have to carry the very real burden of freight rates which Canada Veneers has now to bear. Also heretofore the product of veneer plants has had free access into the United States but it was stated by a Company representative that this entry would be terminated in this present month of August.

At a subsequent meeting, held on July 30, the representatives of the respective parties made computations of the probable cost to the company of overtime work on a basis of double time for all such work and various suggestions were made for changing certain shifts and methods of production. However, in my opinion, nothing of a definite nature in the way of cost to the Company or prospective savings by readjustment of shifts was adduced.

At the meeting on July 30, Mr. K. C. Irving, the President of Canada Veneers, appeared and made certain representations to the Board; in brief his contention being that the payment of double time for overtime work was not sound in the industry in normal times. He admitted he had agreed to such overtime payments during the war years but contended that the abnormal situation then prevailing warranted such being done. However, he further contended that because the Company had agreed to such overtime under war conditions

it should not be taken as a precedent and govern in normal times. Eventually, however, Mr. Irving said he would agree to all workmen, excepting boiler-house men and maintenance men, being paid double time for holidays worked and time and one-half for Sunday work.

Mr. Angus McLeod, a Union representative, stated that the Union was not asking for double time for work done on Sunday, but if he were required to work on Tuesday or the seventh day worked in any one week, that is if a workman commences his work week on Wednesday morning he would work through until the following Monday night without double time for work on Sunday, but if he were required to work on Tuesday or the seventh day in that work week he must be paid double time.

At a subsequent meeting of the Board members, no representatives of either the Company or the Union being present, the chairman stated he was of the opinion that the proposal made by Mr. Irving on behalf of the Company was reasonable and that his recommendation would be that such proposal be adopted. For my part, I was of the opinion that in view of the fact that the maintenance of a supply of raw material in the log yard is essential for continuous operation of the plant and that the Company had little or no control over the movement of such supply but is obliged through circumstances beyond its control to handle logs on Sundays and beyond the standard working day, the log yard crew should also be excluded from the double time and time and one-half the same as boiler-house men and maintenance men. However with a view to procuring a unanimous report by all members of the Board I agreed not to press for the exclusion of the log yard crew. Mr. Bell, however, stated that he could not agree to any recommendation except for double time rates for all employees for all Sunday and holiday work. Later I was informed by the chairman that he had revised his opinion and would recommend that boiler-house men and maintenance men be paid at the same overtime rates as all other employees. I regret I am unable to concur in the opinion of the chairman or Mr. Bell, the other member of the Board.

From the facts submitted by the Company in its two briefs and the verbal submissions made by the Company's representatives I am

quite of the opinion that Canada Veneers Limited has already absorbed and in the future will be required to further absorb very greatly increased production costs if it is to remain in business in its present location. Unquestionably the mill is not strategically located either from the view point of log supply or serving the Canadian Market. When the mill was first established it was in close proximity to its log supply and all during the war years practically its entire products were shipped from the port of Saint John to the United Kingdom. But these factors have changed very much in recent months and an even greater change can be expected in the future and I am quite of the opinion that unless a greater degree of co-operation exists between the Company and the Union it can reasonably be expected that the Company will have to move to another location in which event a very valuable source of employment will be lost to the people of this community.

Both the Company and the Union agree that Sunday and holiday work is not desirable. The Company contends, however, that on many occasions it is absolutely unavoidable and the Union does not dispute this. Very little of overtime work is being done by productive labour but rather by boiler-room, maintenance men and log yard men. Work in the boiler-room and in maintenance must be performed on Sundays and holidays in order to ensure continuous operation on regular working days and also in the log yard when a number of cars arrive unexpectedly with logs. It is to the advantage to the men and to the Company that these logs be unloaded without delay since it saves the Company from paying demurrage and ensures that a supply of logs will be available for the mill on the next work day.

I respectfully submit that the following in all the circumstances is a fair and reasonable proposal for the settlement of the question in dispute:

That employees be paid time and one-half for work performed on the seventh day of any work week and double time be paid for work performed on legally declared holidays except that maintenance and boiler-house crews shall not be paid double time for holiday work if given a day off without pay within the work week next following.

Respectfully submitted,
(Sgd.) T. LOUIS McGLOAN

Report of Conciliation Board in Dispute Between Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry Service), Canadian National Railways (B.C. Coast Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and National Association of Marine Engineers of Canada Inc.

On September 3, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: J. E. Eades, Vancouver, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, G. E. Housser, K.C., and H. Gargrave, M.L.A., both of Vancouver, appointed on the nomination of the employer and employees respectively.

Report of Board

To The Honourable HUMPHREY MITCHELL,
Minister of Labour

1. A meeting of the Board was held at the office of the Chairman on July 31, 1947, A.D., at which the members were duly sworn. The order establishing the Board dated June 24, A.D. 1947 was filed as Exhibit 1, the oaths of the members as Exhibits 2, 3 and 4 respectively, the order appointing the Chairman dated July 18, 1947, was filed as Exhibit 5 and the orders appointing Messrs Gargrave and Housser as Exhibits 6 and 7 respectively. The time and place for the first meeting and procedure were discussed and agreed upon.

2. The sittings were held at the Court House, Vancouver, B.C., on August 4, 5, 6, 7, 8, 11 and 13 at which the Employees were represented by Mr. B. Marcuse and Mr. E. G. Bjarnason of the Trade Union Research Bureau and by Mr. Dennis Heard, President of the National Association of Marine Engineers. The Canadian Pacific Railway (B.C. Coast Steamship Service) was represented by Capt. O. J. Williams, the Port Superintendent, and Mr. S. M. Gossoge, Assistant Manager, Department of Personnel. The Canadian National Railways (B.C. Coast, Lake, Barge and Ferry Service) was represented by its Superintendent, Mr. G. A. McMillan and Mr. P. E. Ayhart, Assistant to the Director of Labour Relations. Union Steamships Limited and Frank Waterhouse & Co. Ltd., were represented by the General Manager, M. Gerald McBean and Personnel Manager, Mr. P. W. Lawrey. An opening brief was read by the Association, witnesses were called on behalf of the Employees and were examined, cross-examined and re-examined. An opening brief was filed by each

of the Canadian Pacific Railway Co., Canadian National Railways and the Union Steamships Ltd. Questions were asked and answered. A further brief was presented by the Canadian Pacific Railway and by the National Association of Marine Engineers in rebuttal. In all fifty-five exhibits were filed.

3. The matters in issue before Mr. G. R. Currie, the Conciliation Officer appointed to deal with same, were:—

- (a) Increases in rates of pay
- (b) Reduction in hours of work from 48 to 40 per week
- (c) Time off in lieu of statutory holidays worked
- (d) Preferential hiring
- (e) Increase in subsistence allowance to \$4.00 per day
- (f) Improvement in accommodation provided for engineer officers
- (g) Annual sick leave with pay

At the opening meeting at which all parties were represented it was agreed that the Board did not need to deal with (c) and (d), these matters having been resolved.

4. The Companies took the position throughout with respect to the increase in wages, hours of work, subsistence and annual sick leave that the Marine Engineers were in the same position as the Railway Employees, that increases granted to the Railway Employees had been given to the engineers, that the present wages and working conditions were equitable and no case had been made out by the employees and that in any case the companies were operating at substantial loss and no increase or change in working conditions could be granted and that any such change as requested would result in demands in the case of Canadian Pacific Railway Company and Canadian National Railways from the railway employees and certainly in the case of all the companies from other seagoing categories. The possibility of settlement through the mediation of the Board was considered from time to time but no common ground could be found.

5. The Board has met at length on several occasions and has carefully reviewed the briefs presented by both sides and considered the same together with the evidence and the ex-

hibits and the oral arguments presented. The Board is set up to deal with the position of the Marine Engineers only in the coastwise service of the Companies involved and the fact that two of the Companies also operate great railways and that an increase in wages or change of working conditions applied to these engineers may be used in support of demands by a group or groups of employees on the railways or any other branch of transportation is not a circumstance that the Board considers of weight. On the other hand it is urged that the steamship service of the Canadian Pacific Railway and the Canadian National Railways and particularly the Union Steamship Company and Frank Waterhouse & Co., Ltd., presently are operating at substantial losses. This is due to greatly increased operating costs and in spite of greatly increased traffic. A slight increase in passenger fares and a small freight increase has not served to close the gap. Any increase in wages or reduction of hours (where the recipient is on a monthly wage) of course adds to the operating costs and unless followed by an increase in efficiency adds to the deficit. Due to the nature of the employment under consideration the efficiency cannot be materially increased and therefore the additional cost of the requests is a straight overhead addition and if allowed can be compensated for only through increased operating efficiency and/or increased passenger fares and freight rates.

6. Figures produced of which the correctness was unchallenged show that since 1922 Marine Engineers have lagged far behind the general average in percentage of wage increases and although since 1939 they have received cost of living bonuses totalling \$32.41 and a general increase in 1946 of \$20.80 that they have lagged substantially behind all the quoted industries in this period. The standard required of marine engineers is high and not only has not declined in recent years but rather has increased and the use of older ships (necessary due to lack of building during the war period) makes the work more onerous than heretofore. The differential in favour of marine engineers as against stationary engineers formerly in favour of those at sea now appears to favour those in industry and although there are certain factors favouring the marine engineers such as stability of employment, certainty of promotion, pension (in Canadian Pacific and Canadian National) and free transportation, there are other factors such as absence from home life, difficult living conditions and length of time on duty which must be considered.

7. The Board sees no justification in the request that chief engineers be paid a salary

within \$15.00 per month of the master's wage or that the second engineer should have 80 per cent of the chief's wage and feels that an arbitrary differential would be unsatisfactory and probably a detriment to the service. Furthermore, the wages requested would bring the chief engineer in most cases to a wage in excess of that of the master. The Board recommends that the present monthly rates paid to chief engineers on all ships in the various services should be increased by twelve and one-half per centum and that all other engineers involved in this dispute should receive an increase of fifteen per centum. The Board further recommends that an increase be given to junior engineers of \$5.00 per month after one year's satisfactory service and \$10.00 per month after two years' satisfactory service. The Board further recommends that the said increases be put into effect retroactive to the 1st day of July 1947.

8. The Board strongly favours the reduction of the weekly hours of work of the marine engineers. Forty-eight hours per week (44 while in port) is too long for the type of work done by these employees and the conditions under which it is done. Such a reduction would not mean that a five-day week can be worked. Now the men are on duty, except when the ship is undergoing repairs, seven days per week but are allowed one day free of the ship which is accumulated and taken at a suitable time. The application of a 44-hour week or a 40-hour week therefore presents no technical difficulty and the Board recommends that a reduction of hours be placed in effect as soon as practicable. Evidence further clearly shows that sufficient relief cannot be obtained to enable the senior engineers to have their full shore leave and this factor, coupled with the increased cost would seem to prevent its application at the present date.

9. The Board finds that no case has been made out for an increase in subsistence allowance. The rates paid deep sea engineers who have no alternative accommodation have no application to this coast-wise industry where full alternative subsistence aboard the ship must be made available by the companies.

10. The Board strongly favours the principle of pay during enforced absence from work due to illness and believes that the sense of security engendered thereby is of marked advantage to both employer and employee. In the absence of compensation the tendency is for the employee to remain on duty even though suffering from a communicable illness or disease and thereby endangering the health and efficiency of those with whom he is working. The question of a contributory scheme has never been discussed between the

parties. The Board is of the opinion that a well planned scheme of health insurance providing for a reasonable monthly sum to cover those who may fall ill not only for short periods but for a lengthy time is far superior to a one or two weeks' sick leave with pay and recommends that a voluntary scheme be established under which the Company should pay 50 per cent of the cost and the Marine Engineers 50 per cent. The Board would further urge that a system of superannuation be established by the Union Steamship Co. and Frank Waterhouse & Co. Ltd. for its engineer employees as soon as practicable. The present system whereby an old employee may receive a pension of an undeterminate amount if the Company is able and willing at the time of his retirement is unsatisfactory and unfair in this relatively stable transportation industry.

11. The agreement suggested by N.A.M.E. contains reference to accommodation provided and to be provided aboard the respective ships and a great deal of evidence to this question has been led by the Marine Engineers and, although not referred to in the opening brief of the employees, is covered later at length by both sides. It is agreed that the accommodation aboard the two ships presently under construction by the Canadian Pacific Railway is entirely suitable and that substantial progress has been made with respect to the accommodation on certain others. A definite effort to make improvements has been and is being made. The Board agrees in principle that the engineer officers should have as satisfactory accommodation as that accorded to the deck officers of similar rank and cannot help but feel that the Companies are alive to the problem.

All of which is respectfully submitted.

Dated at Vancouver, B.C. this 29th day of August A.D. 1947.

(Sgd.) J. E. EADES

I concur herein save as to paragraph 7 in respect of which I am filing a separate memorandum.

(Sgd.) GEO. E. HOUSSEY

I concur herein save as to paragraph 8 in respect of which I am filing a separate memorandum.

(Sgd.) H. GARGRAVE

Minority Report of Mr. Herbert Gargrave

To the Honourable HUMPHREY MITCHELL,
Minister of Labour

With regard to the question of a reduction of weekly hours of work, I find myself in slight disagreement with other members of

the Board. In the paragraph on page 5 dealing with this matter I agree with the content matter with the exception of the final sentence commencing with the words "Evidence further clearly shows."

Evidence given showed that it is the intention of the B.C. Coast S.S. of the C.P.R. to lay up the *Princess Alice* at the end of the summer thus releasing five engineers. This would enable adequate relief for an immediate shorter work week.

The C.N.S.S. with but one boat in operation lays over in Vancouver for two full days and this too would enable a shorter work week without any handicaps.

Admittedly the relief engineer problem with the Union S.S. Co. is somewhat more difficult, but with the summer season nearly over it is almost certain that one or more of the Union boats will be tied up, thus releasing engineers for relief purposes.

For these reasons I cannot agree with my fellow Board members that a shorter work week is not immediately practicable and therefore wish to recommend the institution of a forty-four hour week for marine engineers as from the end of September 1947.

(Sgd.) H. GARGRAVE.

Minority Report of Mr. G. E. Houssey

I concur in the report of the other two members of the Board in all its findings and recommendations save those dealing with the wage increases. As to these, I am reluctantly compelled to disagree.

I agree that the wages of the Marine Engineers appear to have lagged behind the general average of wage increases since 1922, but, for the reasons set forth by the employers in Paragraphs 5 to 14 (Pages 3 to 17) of their Brief in Rebuttal, I am of the opinion that this in itself is not justification for a wage increase. There is, however, an apparent lag behind the increases obtained during this period by employees in steam railways and water transportation, for which no satisfactory explanation appears to have been offered. I would therefore be prepared to join in recommendations tending to rectify this seeming inequality had the case presented by the Engineers been so framed and had evidence been available to justify our so doing and provide a proper formula.

The Engineers have in their Brief limited their request for wage increases to the establishment of a formula by which their wages would be arbitrarily tied to those of the Master, with percentage differentials between the Engineers themselves according to their various grades. I am in entire agreement with other members of the Board in their

disposition of this request. It is illogical and no justification whatsoever was advanced for placing the Chief Engineer on practically a wage parity with the Master.

I cannot agree, however, that we can substitute therefor an arbitrary percentage increase which is neither asked for by the Engineers nor agreed to by the employers. Such an increase might not be so objectionable were it workable, but in my opinion it is not.

I have applied the proposed percentages to the wages now paid the Masters and Engineers, as shown in the various Briefs, particularly Exhibits 38 and 49. In the result, it would mean that in many instances the Chief Engineer would receive a wage equal to or greater than that of the Master. Even more serious, the differentials which have been worked out over many years between the various classifications and the various ships would be completely dislocated. This is not the wish nor the desire of the Engineers themselves, as shown by the reply of Mr. Heard to a question propounded by the

Chairman to him at an early stage of the enquiry.

Mr. Gossage stated in effect towards the close of the enquiry that the employers would welcome and give serious consideration to any recommendations by the Board tending to remedy any inequalities or injustices. I have endeavoured to work out of the evidence and exhibits before us some satisfactory formula. This I have been unable to do. I did not, for the reasons above stated, seek to establish a formula based on the above-mentioned difference between the general wage increase and that enjoyed by the Marine Engineers. I rather attempted to work out some formula based on the seeming inequality between wage increases enjoyed by railway employees generally and those engaged in water transportation. The necessary information, however, was not available.

Save as above indicated, I am in agreement with the other members of the Board in their report.

All of which is respectfully submitted.

(Sgd.) GEO. E. HOUSER

Report of Conciliation Board in Dispute Between Ray-O-Vac (Canada) Ltd., Winnipeg, Man., and Local 3929, United Steelworkers of America (CIO-CCL)

On September 2, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: J. K. Morton, K.C., Winnipeg, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, T. M. Long and David Orlikow, both of Winnipeg, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable Minister of Labour,

SIR,—The matters in dispute referred to this Board are set forth in a submission made by the Union and are as follows:

1. Wages
2. Hours of work and overtime
3. Statutory holidays with pay
4. Union security

There was considerable delay in the Board being able to hold hearings due to the fact that on April 11, 1947, there was a lay-off of the employees. The lay-off continued until sometime in July and the hearings were proceeded with immediately it was possible to do so.

The inaugural meeting of the Board was held on the 6th day of May, when the members of the Board completed their oaths of

office and discussed the procedure to be followed and the situation as it existed. It was decided to ask for an extension of time, which was granted.

The Board held its next meeting on the 14th day of May, at which the Union and the Company were present. After hearing the parties, they mutually agreed to an adjournment until the employees were back at work.

On the 28th day of July the members of the Board, accompanied by the representatives of the parties to this dispute, met and later inspected the plant in operation.

The Board sat and took evidence on the 6th and 7th days of August, 1947. On the 8th and 21st days of August, the Board sat and endeavoured to come to some agreement on the points in dispute. It was found, however, that although an agreement could be reached on the second, third and fourth matters in dispute, no agreement could be reached on the question of wages.

A separate report will therefore be made by each member of the Board on the question of wages.

HOURS OF WORK

The Union asked for a forty-four hour week to which the Company agreed. The Company contended, however, that it should be at liberty to require the employees to work

more than eight hours per day and that overtime would only be paid for the time worked in excess of forty-four hours per week. The Union on the other hand, contended that the employees should not be required to work more than eight hours per day for the first five days of the week and four hours on Saturday.

The Company then agreed to a maximum of nine hours per day for four days a week and eight hours for the other day, no work to be done on Saturday, but submitted that it should adopt either of these plans to suit its convenience. To this the Union would not agree.

The Board therefore recommends that the forty-four hours per week agreed upon should be either five days of eight hours each and four hours on Saturday, or four days of nine hours per week and eight hours on the other day with no work on Saturday.

In view of the fact that there does not appear to be much dispute as to which of these recommendations is preferable and both are acceptable to the Union, the Board recommends that the Company adopt either one or the other as a policy.

The rate of time and one half for overtime and double time for work done on statutory holidays including Sundays was agreed upon by both parties.

STATUTORY HOLIDAYS WITH PAY

The Union asked for the following statutory holidays with pay: New Year's Day, Good Friday, Victoria Day, King's Birthday, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, and Christmas Day. The Company refused to grant any statutory holidays with pay.

Taking into consideration the practice that is rapidly being adopted by all employers, the Board recommends that the following statutory holidays be granted with pay: New Year's Day, Dominion Day, Labour Day and Christmas Day.

UNION SECURITY

The Union asks for maintenance of membership with an irrevocable check-off; the Company refuses to grant either, saying that this practice has tendency to make the Union lazy and gradually become ineffective.

However, the Board recommends that voluntary revocable check-off be permitted but no maintenance of membership.

WAGES

The members of the Board are not in agreement with respect to wages.

All of which is respectfully submitted.

(Sgd.) JOSEPH K. MORTON
Chairman

(Sgd.) T. MACKAY LONG
Member

(Sgd.) DAVID ORLIKOW
Member

Report of Chairman on Wages

It is with some regret that I find myself in disagreement with both the other members of the Board. Two long meetings were held and every attempt was made to bring the parties together. However, no results could be achieved and it was felt that it could serve no useful purpose to hold any further meetings.

I have carefully considered the submissions made by the Union and by the Company on the question of wages. The basic rate for women is 42c per hour and for men 55c, with an incentive pay in addition thereto.

I am concerned with the basic rate of pay.

Mr. Guild for the Company stated that the Company paid its employees in the United States, in a plant manufacturing the same articles produced here, from 70 cents per hour for women and 90 cents to \$1.00 per hour for men. The Company's main product in Winnipeg is a flashlight battery which sells here for 15 cents, the same article selling in the United States for 10 cents.

The Company would not agree to an increase in the basic rate of pay, but suggested the following: "there be a rate range of 10 cents per hour for all day-rated male jobs so long as they remained day-rated jobs. It is agreed that the management on a merit basis can raise or lower the pay of a given individual within the limits of said rate range."

The Company contends that the employees earn considerably more than the basic rate on the incentive plan and, outside of the proposal referred to, makes no further suggestions in so far as wages are concerned.

The Company stressed the fact that they were carrying on a new type of industry in Manitoba and that they had not made a profit last year, and would not do so this year.

The Company granted an increase of 3 cents per hour for women and 5 cents per hour for men on November 1 last.

The Union asks for a flat across-the-board increase of 15 cents per hour.

The Union strongly contended that the cost of living should be the deciding factor in the fixing of the wages.

The Union submits for comparison wages paid in the vicinity of Winnipeg in packing houses, wholesale and retail stores, steel industry and the brewery industry, all of which show the rate considerably higher than that paid by the Company. It is doubtful if I can apply the rates suggested by the Union to the Company in question here. I feel I must take into consideration the working conditions in a plant. The high rate of wages paid by the packing plant is undoubtedly a result of the nature of the work to be done and other working conditions.

I have carefully considered all of the representations made and to the best of my ability endeavoured to apply the rate of wages paid in different industries taking into consideration the nature of the work done in those industries.

I cannot hold with the Union that the cost of living is the deciding factor of the rate of wages to be paid, neither can I agree with the statement of the Company that the standard of living required to be maintained in the United States is higher than that required in Canada, and that this accounts to some extent for the difference in pay.

I feel that the employees are entitled to a fair remuneration for the work that they do, taking into consideration the nature of the employment, the ability of the employer to pay, the amount involved, the working conditions of the plant and the fact that the present employees are all experienced.

I had tentatively made the suggestion to the other members of the Board, with the intention that we fix a basis for bargaining, that an increase of 7 and 5 cents per hour be granted; however, the desired result was not attained because, although the Union were prepared to come down in their demands, the Company was not prepared to grant any increase.

There was a lay-off of three and a half months this year. The Company hopes to give some continuity of service. There is no guarantee as to this, however. It would appear to me that continuity of service should be a strong factor in determining the basic rate of wages and in my opinion, if continuity of service cannot reasonably be assured then the rate should be higher.

I, therefore, recommend that the basic hourly rate for men be increased from 55 cents per hour to 62 cents per hour and the basic rate for women be increased from 42 cents per hour to 47 cents per hour.

Respectfully submitted.

(Sgd.) JOSEPH K. MORTON,
Chairman

Report of Mr. Long on Wages

To The Honourable Minister of Labour,

The members of the Board are in agreement in all matters in dispute except wages.

I oppose any increase in wages principally on the following grounds:—

1. The Company began operations in Winnipeg about two years ago at a time when there was very high employment and the Company had no difficulty hiring all the help they wanted at the wages they offered. These rates were increased in late 1946.

2. After the lay-off of employees for over two months in 1947, the Company had no difficulty getting former employees to return to work, although many had obtained other employment during the lay-off. This shows the rates of pay and working conditions were attractive to these employees.

3. At least nine employees had formerly been employed by packing houses which the union states pay considerably higher wages. These employees returned to this Company's employ after the lay-off in 1947.

4. The letter dated March 28, 1947, from Arthur J. March of the Union addressed to the Company at the time the Union applied for a Conciliation Board, does not mention wage rates as being a matter in dispute. The Union was apparently satisfied then with the wages.

5. The Company is a new industry in Canada, and has still no very clear idea as to what its business experience will be, and what success it will have in operating in Canada. The Company stated that it had a small profit of about \$500 in 1946, and expected a loss in 1947, and had cut down many expenses accordingly such as advertising and sales promotion expense. Every effort should be made to encourage this new industry in Manitoba in order to provide employment here. Hence labour costs should not be increased unless clearly justified. In my opinion an increase is not clearly justified.

6. An anxious comparison of comparable wage rates in Manitoba leads me to believe that the Company is paying good wages in comparison with rates prevalent in light manufacturing industries in Manitoba. The majority of the Company's employees are women. According to the Company's evidence of earnings their female employees earn as much as a good experienced stenographer though not as much as the highest paid stenographers of the secretary class. I consider this rate of earnings very satisfactory for practically unskilled female help.

Respectfully submitted

(Sgd.) T. M. LONG
Member of Conciliation Board

Report of Mr. Orlikow on Wages

In my opinion the requests of the union in respect to wages, hours of work, statutory holidays with pay and union security were entirely justified in themselves and in relation to the prevailing conditions in the Winnipeg area.

In order to reach agreement with the other members of this Board, I have compromised on three of the Union's requests—hours of work, statutory holidays with pay and union security. Because of the Company's adamant refusal to make any real offer to raise its sub-standard wages, which was the main issue at stake, this compromise has proven fruitless.

I have agreed to the recommendation of the other members of this Board that four statutory holidays be granted with pay despite the fact that it is becoming more and more the practice to grant pay to employees on all statutory holidays.

I have agreed to the recommendation for a voluntary revocable check-off reluctantly in view of the fact that there has as yet never been an agreement between the Union and the Company, and with the hope that the Union's compromise on this point would induce the Company to compromise on other points. More and more agreements are today being negotiated containing a closed shop clause. According to LABOUR GAZETTE figures, more than 50 per cent of all agreements now negotiated contain such clauses. It seems to me, therefore, that the Union's request for maintenance of membership and irrevocable check-off clauses were reasonable requests.

It was, however, on the question of wages that the Company showed that it had no intention of giving its employees anything but the lowest possible standards. The Union requested a fifteen cent an hour increase for all employees. The Company refused to increase the wages of its employees at all, except that at its own discretion it might raise or lower the base pay of its male employees by ten cents over the base pay. Naturally no union could accept such a proposal.

In support of its request the Union pointed out that wages paid in the packing, steel and brewery industries, and in wholesale and retail stores in the Winnipeg area were much higher than they were in the plant concerned in this dispute. The Union also pointed out in its presentation that the cost of living has increased very substantially in recent months and that this increase is continuing. From July 2, 1946 to April 1, 1947, the cost of living index increased by 5.5 points; the cost of

living index for food for the same period increased by 7.4 points; the retail index for commodities in the same period of time increased by 7.8 points.

The members of this Board had an opportunity to see the plan in operation. This plant has an assembly line type of production and the work, in my opinion, is as arduous as that done in most other industries in the Winnipeg area.

In the discussions with the representative of the Company, it became apparent that even the small number of employees at present employed have no assurance that theirs is likely to be continuous and permanent employment. Their wages, ought, therefore, to be substantially higher than those of employees who have guaranteed, continuous employment.

This Board was informed that the Company's employees in their American plants are paid from 80 cents to \$1 an hour instead of the 42 cents and 55 cents paid here. This is done despite the fact that the Company sells its flashlight battery at 10 cents in the United States instead of the 15 cents for which the battery is sold in Canada. I cannot believe, without evidence which was not forthcoming from the Company, that the price of materials is so much greater in Canada, that the Company's rates of pay are all that they can afford to pay without being able to make a profit.

The Company's representative argued strenuously that "ability to pay" had no bearing on the case. I cannot believe that the Company really believes that this is so, since I am certain that the Company would not hesitate to pass on part of the burden of hard times to the employees in the form of wage cuts. At the present time, when business profits are at an all-time high, the Company ought to be willing to pass on part of its increased earnings to its employees in the form of higher wages.

The Company has argued that it has not been in production for long enough at one time to know what its actual costs of production are. In view of this fact and in view of the fact that the present agreement would only run until the 1st of December of this year, at which time the whole question of wages could again be discussed without prejudice to either side, I would therefore recommend, taking into consideration everything I have referred to, that the basic hourly rate for men be increased from 55 cents to 65 cents and that the basic hourly rate for women be increased from 42 cents to 52 cents.

Respectfully submitted,
(Sgd.) DAVID ORLIKOW

Report of Conciliation Board in Dispute Between City of Winnipeg and Federation of Civic Employees, Central Council (CCL)

On September 2, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Honourable Mr. Justice A. K. Dysart, Winnipeg, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, G. F. Bentley and A. S. Simpson, both of Winnipeg, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

We the undersigned, being members of a Conciliation Board appointed by you on February 26, 1947, to "endeavour to effect an agreement between the parties" above named "on the matters on which they have not agreed",—having done all that has been practicable in the circumstances, beg leave to submit herewith our *Report*.

The matters on which the parties had not agreed, or which developed out of our discussions, were,—

(1) the date on which a \$10 a month increase in wages to all civic employees was to become effective, namely: whether July 1, 1946 (as the Federation requested) or January 1, 1947 (as the City Council had decided), and

(2) the procedure for settling wage claims.

At those meetings of the Board which the parties, respectively, attended, the City was represented by Garnet Coulter, K.C. (Mayor of Winnipeg) and Alderman H. C. Morrison, K.C., Chairman of the City's Standing Committee on Legislation and Reception—that is, the Committee which has the duty of considering and reporting on matters of salaries and wages to be paid to officers and employees of the City, which for brevity is hereinafter referred to as the Wage Committee; and the Federation was represented by Leon Mitchell, the Business Agent of the Federation, and at times by others.

Regarding the date from which the pay increase should begin: the material filed with us shows that in December, 1945, the Federation requested the City Council to enter into negotiations for a collective agreement for the year 1946. The request was referred to the Wage Committee, but little more, if anything, was done until June 18, 1946, when the Federation filed a claim for a blanket increase in pay of \$15 a month to begin

July 1, 1946. On July 3 negotiations were begun by the Federation with the Advisory Board of Employer and Employees (a Board newly set up by the City Council to advise and assist the Wage Committee) and were continued with that Board until October 17, 1946, when they were continued with the Wage Committee assisted by that Board; and on November 11, 1946, the Wage Committee, by a majority vote, decided to recommend a \$10 a month increase retroactive to July 1, 1946. That recommendation was then submitted to the Finance Committee of the City, as required by by-law, and was there approved. It then went to the City Council on December 16, 1946, but was there rejected by a vote of 10 to 8. On this vote some of the members of the Wage Committee voted against the recommendation.

The refusal of the Council to adopt a recommendation which had been passed by two of its standing committees, comprising thirteen of the nineteen members of the Council, came as a shock to the Federation. The Federation now claims that the rejection amounted to a repudiation of what, in their view, was an agreement. In rejecting the recommendation, however, the City did so only as to the date of retroactivity,—it did grant the \$10 monthly increase to begin January 1, 1947. Incidentally, that increase has been paid ever since January 1, 1947.

In our discussions with them, the City representatives indicated quite clearly that in their opinion there was no reason to expect the Council to make this increase retroactive to July 1, 1946, or to any other date prior to 1947. This view had been previously expressed at the meetings held by Thomas J. Williams, your Conciliation Officer, who, in his Report to you of February 24, 1947, records that "it is generally felt there will be no change in the City Council's decision to make the \$10 a month effective from January 1, 1947"; and he adds that Mr. Mitchell, the Federation's Agent, shared in that opinion. Our inquiries have led us to the same conclusion. The basic fact is that the City, always tightly pressed in its efforts to balance its annual budget, can not, without great embarrassment, open the matter up at this stage and add to the 1947 budget an appropriation for the previous year. Having come to that conclusion, we early decided that it would be not only unnecessary, but a waste of time and effort, to call for any evidence or argument on the merits of the Federation's claim to have July 1, 1946, as the retroactive

date. Accordingly, we called for no such evidence or argument, and therefore make no recommendation on the merits of the Federation's claim in this respect.

Instead, we have devoted our main efforts to improving the procedure complained of. There is no doubt at all in the minds of anyone concerned in the matter, that the procedure heretofore followed by the City Council has been inadequate, and has resulted in dissatisfaction. The least satisfactory feature of that procedure has been that the employees have had to negotiate with a Committee of the City on matters of wage applications, without knowing what might or might not be acceptable to the City Council; and that if the recommendations of the Committee are rejected—as they were in this instance—the whole application falls to the ground without giving the employees another chance to modify their claims or to effect any compromise. To go any farther, they really have to begin all over again. This feature of the procedure ought to be remedied. Both the Mayor and Alderman Morrison fully concurred in this view. The Federation, in the meetings with Mr. Williams, your Conciliation Officer, declared in effect they would be satisfied if “some guarantee were given by the Council that the same situation would not again happen.” In their meetings with us, the Federation's spokesmen, while not abandoning their claims to the retroactive pay increase, did lay special emphasis upon the urgent need of getting some such “guarantee”, and they contributed great assistance to us in our efforts to obtain it.

Difficulties lay in the way of working out some satisfactory formula. The difficulties were not with men, but with the legal aspects of the problem. On the one hand, the provisions of the City Charter, and the nature of the City Council, impose limitations which have to be observed. The Council is a legislative as well as an administrative body and cannot be committed, in advance, to the adoption of any recommendation of its Committees, nor to indicate in advance any particular course of conduct that it will follow. Every alderman must be left free to decide in Council meeting each question upon its merits—as those merits appear at the moment he votes upon it.

Accordingly, we had the Federation prepare a Formula to suit their desires. This we submitted to the City representatives, but it was, as we knew, far too wide to fit into the City Charter. Then Alderman Morrison submitted to us a counter proposal,—but this, when submitted to the Federation, fell far short of their minimum requirements. Next,

the Board drafted a Formula—a sort of compromise—which the Federation approved, but which the City could not accept. However, with that as a basis, the matter was shuttled back and forth between the Federation and the City, at every step being revised, until after no fewer than eight attempts it was finally got into shape, when it was acceptable to both parties. In this form it has been approved by the Federation, and, on the recommendation of the Wage Committee, was adopted by the City Council at its regular fortnightly meeting on August 25.

We are satisfied that this new procedure will prove of real value to both the Federation and the City. It will be given a fair chance; and while it may need to be further developed in the future, to take care of “working conditions” as well as “wage schedules”, it is at least a substantial start in the right direction. Nor should it embarrass any of the other three Unions of civic employees, —rather it should aid them in their own respective negotiations with the City.

The provisions for the new procedure are set forth in Appendix A. attached hereto.

In conclusion, we express our appreciation of the spirit in which these negotiations were carried on. It was evident throughout that the Federation had a real ground of complaint and were anxious to improve conditions for the future. It was also evident that the Mayor and Alderman Morrison were very sympathetic and anxious to have the procedure so revised that the relationship between the City and the employees might be conducted in the most harmonious and satisfactory way.

All of which is respectfully submitted.

(Sgd.) A. K. DYSART
Chairman

(Sgd.) G. F. BENTLEY
Member

(Sgd.) A. S. SIMPSON
Member

Appendix A

Regulations governing the Procedure to be followed in all applications by Civic Employees for changes in their wage structure

1. Employees of the City may, not later than October 1 in any year, through their representatives, notify Council of their desire to discuss the general Civic wage structure, and shall forward their submissions in writing.

2. Council shall notify all representatives of employees of such submissions, and refer the submissions to its appropriate Standing Committee, which shall meet, in camera, with the representatives, and, as soon as possible, report to Council.

3. If the discussions result in concurrence between the representatives and the Committee, the Committee shall report thereon to the Council, and if the Council adopts the report the general wage structure shall be determined thereby for the period of the next calendar year, unless Council on its own initiative makes a general increase in wages.

4. If there has not been concurrence in the discussions leading up to the report, or if Council is not prepared to adopt the report, the

Council shall not then pass or reject the report; but after discussion and consideration as full as may be practicable, shall refer the report back to the Committee for further discussion with the representatives of the employees, and for subsequent report. Upon the submission to the Council of this subsequent report, the discussions between the Committee and the employees' representatives shall be considered to be at an end, unless the Council decides upon some other course.

Appointment of Industrial Disputes Inquiry Commissions under War-time Labour Relations Regulations, P.C. 1003

Alberta Wheat Pool, Vancouver. B.C.

FOLLOWING receipt of a complaint that the Alberta Wheat Pool had dismissed three employees in its Elevator Department at Vancouver, B.C., allegedly because of their membership in Local No. 501, United Grain Elevator Workers' Union, and after a preliminary inquiry by an Industrial Relations Officer, the Minister of Labour on September 8, 1947, appointed His Honour Judge Charles J. Lennox, of Vancouver, as an Industrial Disputes Inquiry Commission under the provisions of Section 46A (6) of Order in Council P.C. 1003 to investigate the situation. A hearing of the complaint took place on September 29.

In his report to the Minister of Labour, the Commissioner stated that it was agreed by the parties that there was the necessity for laying off some of the employees as the work, being seasonal, had reached a stage where it was necessary that the number of workers be reduced. The Union based its case upon various circumstances surrounding the selection of the men to be discharged.

After considering all the evidence, the Commissioner came to the conclusion that the three men were honestly of the opinion that they had been laid off because they were members of the Union, but he could not find that in fact their suspicions were justified. He also pointed out that the management had agreed to take on the same three men again when the work justified it.

Canadian Pacific Railway

During August the Department of Labour was informed of a dispute between the Canadian Pacific Railway and the Brotherhood of Sleeping Car Porters relative to the interpretation of a Finding and Direction of the former National War Labour Board. The

management of the Railway took the position that the sleeping car porters were monthly-rated employees and that under the award of the National War Labour Board they were entitled to and were receiving \$20.80 per month in addition to the existing basic rates of pay. The Union claimed that sleeping car porters in assigned service were entitled to an increase of 10 cents per hour for a minimum of 240 guaranteed hours per month, with straight increases of 10 cents per hour for porters in unassigned service.

Following a meeting between the Minister of Labour and representatives of the Brotherhood of Sleeping Car Porters, the Minister on September 17, 1947, appointed the Honourable Mr. Justice W. F. Schroeder, of Toronto, as an Industrial Disputes Inquiry Commission to investigate the dispute.

At the end of the period under review, the report of the Commissioner had not been received.

Canada Coach Lines, Limited, Hamilton, Ont.

During September an Industrial Relations Officer of the Department of Labour conducted a preliminary inquiry into a complaint made by the Canadian Brotherhood of Railway Employees and Other Transport Workers that the Canada Coach Lines, Limited, Hamilton, Ont., had discharged or otherwise discriminated against two employees because they were members or officers or representatives of the said Brotherhood. After consideration of the investigating officer's report, the Minister of Labour on October 2, 1947 appointed His Honour Judge Samuel Factor, of Toronto, as an Industrial Disputes Inquiry Commission to conduct a formal inquiry into the circumstances.

Conciliation Work of the Industrial Relations Branch during September, 1947, under the Conciliation and Labour Act

OFFICERS of the Industrial Relations Branch dealt with 10 industrial disputes during the month of September, involving 730 work-people employed in 16 separate establishments. Of these, 6 were new disputes which originated during the month and 4 were situations which had been untermi-nated as of August 31, and received further attention in September. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

Mining and Smelting, etc.

Coal Mining 3

Manufacturing

Fur and Leather and Other Animal Products 1

Transportation and Public Utilities

Steam Railway 1

Water 3

Air 1

Miscellaneous 1

Nature of Dispute or Situation

Strike 3

Controversy 3

Arbitration 4

Predominant Cause or Object

Increase in wages..... 2

To secure or maintain union working conditions 2

Discharge of workers for union membership or activity..... 1
Employment of particular persons.... 2
Unclassified 3

Disposition

Strike terminated by mediation..... 1

Decision rendered in arbitration..... 3

Dispute lapsed or called off; no further action required 2

Other dispositions 1

Disposition pending 3

Method of Settlement

Conciliation 2

Arbitration 3

Investigations only 2

Settlement pending 3

Summaries of some of the cases of general interest are given below:—

Longshoremen, Montreal, P.Q.—When called upon to load a cargo of ammonium nitrate on the ss. *Mont Clair* for the Montreal Shipping Company, Limited, Montreal, P.Q., on September 15, a group of 57 longshoremen quit work after a few hours on the job as a result of apprehension caused by precautions taken to prevent fire. On instructions of the National Harbours Board, steel rollers had been replaced with wooden rollers, and the company had relieved the men of matches, pocket lighters, tobacco, etc., and had provided them with rubber boots. Also, traffic had been kept at some distance from the vessel. Later in the day four gangs of men undertook to load the vessel when the company agreed under protest to pay double the regular hourly rates of wages.

In response to a request for conciliation, an Industrial Relations Officer of the Department of Labour attended a meeting on September 16 with representatives of the Shipping Federation of Canada and Local 375 of the International Longshoremen's Association in order to secure an agreement as to what practice would be adopted in future in such circumstances. It was explained to the representatives of the employees that ammonium nitrate was not an explosive and that the National Research Council of Canada was conducting investigations to determine what special hazard, if any, was involved in loading the commodity on board ship. Agreement was finally reached that pending a finding by the National Research Council, the companies loading this commodity would

agree to pay into a bank designated by the union the difference between double-time rates and the ordinary rates of wages payable for this class of cargo under the present collective agreement between the parties. It was further provided that if the National Research Council did not issue a finding by November 20, the amount so held in trust would then be distributed to the workers concerned. The arrangement was stated to be a temporary one for the present shipping season only, and made to avoid delays in sailing, without prejudice.

Coal Miners, Fernie, B.C.—It was reported in the August issue of the LABOUR GAZETTE (p. 1161) that the Minister of Labour had appointed Mr. I. F. Fitch, K.C., of Calgary, as the independent chairman of an Arbitration Committee to deal with a dispute between District 18, United Mine Workers of America, and the Crow's Nest Pass Coal Company, Limited. The question at issue was whether four employees engaged on the operation of a caterpillar tractor were engaged on "continuous employment" within the meaning of the collective agreement between the parties. The agreement provided that swing shifts might be used on all continuous employment operations and that the necessary arrangements might be made between the company and the local union to maintain an orderly change of shifts without application of punitive overtime rates, provided that the additional time involved did not exceed two hours per week on the average. The chairman of the Arbitration Committee arrived at the conclusion that the employees were engaged on continuous employment operations and should be paid accordingly.

Coal Miners, Shaughnessy, Alta.—In compliance with a joint request received from representatives of the Domestic Coal Operators' Association of Western Canada and of District 18, United Mine Workers of America, the Minister of Labour on September 25 appointed Mr. J. W. Hugill, K.C., of Edmonton, as the independent chairman of an Arbitration Committee to deal with a dispute between the union and Lethbridge Collieries Limited, Lethbridge, Alta. The matter involved the interpretation of the collective agreement between the parties to determine whether a man employed as a driver during July, 1947 was entitled to continue in that classification rather than be transferred to a job as a loader. In his findings, the chairman upheld the right of the employee, under the clause of the agreement relating to "preference of employment" and in the light of his seniority, to continue as a driver.

Leather Products Workers, Oshawa, Ont.—In the August issue of the LABOUR GAZETTE (p. 1157) it was reported that, upon the joint request of the parties, the Minister of Labour had appointed a Board of Arbitration to deal with a dispute between the Robson Leather Company, Limited, of Oshawa, and its employees represented by the International Fur and Leather Workers' Union. The report of the Board was made during July, but a copy was not filed with the Department of Labour until September. The Majority Report of the Board, written by the chairman and concurred in by the employer's nominee, is reproduced below:—

"The Board of Arbitration constituted under Article VII of the Agreement, consisting of Dr. A. Brady, Chairman, Mr. Drummond Wren and Mr. R. R. Evans, K.C., as Members, to interpret Article XII (f) of said Agreement having completed its findings now renders its finding and decision as follows:—

"The arbitration here pertains to Article XII on Wages; (f) in the Agreement.

"In interpreting a section in an agreement an arbitrator will normally seek to interpret the intention of the parties which originally governed their agreement to the section. Unfortunately it is not always easy to discern that intention, and months after the signing of an agreement the parties may express different and conflicting intentions, as they do in this particular instance. Hence the arbitrator is driven to the task of putting upon the disputed words what seem to him the more commonly accepted meanings. Otherwise he might be led into subtle logic about what the intention of the parties must have been that would be most unreal.

"In this case a scale of wages was to remain in effect for the duration of the Agreement or until a period of four months had elapsed 'after the lifting of price ceilings on hides and Side Upper Leather'. Was the crucial word "lifting" intended by the parties to mean 'removing' or 'raising'? It is needless to traverse the arguments pro and con which were fully and ably presented before the Board. The outsider is struck by the fact that the language in the section is not the language of government orders or announcements, which do not refer to lifting of price ceilings. It is the language of the popular press, and it must, therefore, be given the meaning current in the press. In the experience of the chairman of this Board the phrase 'lifting of price ceilings' had reference generally to the removal of price ceilings. Sometimes it referred to the raising of the ceilings

to a higher level, the commoner meaning was their removal. At the hearing the Union representative quite correctly pointed out that the dictionary meaning of lifting did not support the connotation of removing. But unfortunately the parties in their negotiations were not following dictionary phrasing as closely as would have been desirable. Otherwise they would probably have used such simple and clear words as 'removing' or 'raising', whichever they meant. Or indeed they might have used both words if they wished wage changes to be contingent upon both eventualities. Instead they adopted a loose phrase from the press, and thus created the present embarrassing ambiguity. Yet in interpreting that phrase, it must be given its most common meaning at the time, and that common meaning would appear to be 'removing'. Such is the Chairman's decision."

Notwithstanding the Arbitration Board's decision regarding the proper interpretation of the agreement, a strike of 270 employees of

the company occurred on July 30, 1947, in connection with the union's demands for increased wages. As a result of mediation by an officer of the Ontario Department of Labour, a settlement of the dispute was secured on September 25 and work was resumed on September 29. The terms of the settlement fixed new starting rates, higher rates for day workers and an increase of 14 cents per hour for piece-work employees. It was provided that no present employees would receive an increase of less than 10 cents per hour, and that the company would pay under certain conditions for four statutory holidays when not worked. The new rates were to become effective as of September 25 and, in view of the company's previous offer to pay an increase of 5 cents per hour, the management agreed to make the offer effective for the period from June 15 to July 29, 1947. The parties agreed to renew their present agreement for a period of 12 months from September 25, with minor changes.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Act are summarized in separate articles following this.

Mining: Metal Mining

KIMBERLEY AND CHAPMAN CAMP, B.C.—THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 651.

Agreement to be in effect from June 1, 1947, to May 31, 1948, and thereafter unless 2 months' notice is given by one party to the other. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, August, 1946, p. 1089 with the following changes and addition:

Check-off: employer agrees to deduct initiation fees and union dues for employees who so desire.

Basic hourly wage rates: (effective June 1, 1947) common labourers 74 cents, plant labourers 77½ cents, helpers 81 cents, operators 84½ to 91½ cents, chief operators and repairmen 95 cents to \$1.02, timbermen, miners (drift and stope) 98½ cents; miners (raise or shaft), painters and steam engineers third class \$1.02; chief flotation operators and journeymen tradesmen \$1.05½; toolmakers \$1.09; steam engineers—second class \$1.12½; barmen \$1.16. The company also agrees to pay to each employee an "interim adjustment" amounting to 17½ cents per hour for the period of 12 months commencing on the effective date of this agreement.

Manufacturing: Rubber Products

KITCHENER, ONT.—DOMINION RUBBER CO. LTD., TEXTILE DIVISION AND UNITED RUBBER, CORK, LINOLEUM AND PLASTIC WORKERS OF AMERICA, LOCAL 296.

Agreement to be in effect from March 13, 1947, to March 12, 1948, and thereafter from year to year subject to notice, with supplementary agreement of July 10, 1947. The agreement may be re-opened by either party for negotiation on 30 days' notice, if warranted

by economic conditions. The company recognizes the union as the sole collective bargaining agency for all eligible hourly paid employees. There will be no discrimination, intimidation, or coercion because of membership or non-membership in the union. Check-off: company will deduct union dues monthly from pay of employees who so authorize and remit same to the union.

Hours of work and overtime: company agrees to furnish union with standard daily hours as at present set by the company. Overtime shall consist of all hours worked in excess of standard daily hours, or of all hours in excess of 48 hours per week whichever is the greater. Time and one-half will be paid for such overtime and for all work on Sundays and 3 specified holidays. Six additional holidays are paid holidays for employees working the last scheduled shift preceding and the first scheduled shift succeeding the holiday. Double time will be paid for any work performed on any of these 6 holidays and single time for the balance of the standard shift.

Vacation: one week with pay for employees with one year's service with the company, 2 weeks with pay for employees with 5 or more years' service. A 10-minute rest period will be permitted on each half shift. One 10-minute rest period will be allowed on each 8 hour shift.

Wage rates: a general wage increase of 9 cents per hour across the board will be granted to all hourly paid employees effective June 30, 1947. Where standard shift operation is three shifts per day, the company will pay off-shift premium of 3 cents per hour for second shift work, and 5 cents per hour for third shift work. Where 2 shift operation is standard in a department, 4 cents per hour premium will be paid for second shift work. (In the case of boiler house personnel where 24-hour operation is required, 4 cents per hour extra will be paid for work done between 7 p.m. and 7 a.m.)

Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

WINNIPEG, MAN.—THE WINNIPEG LADIES' CLOAK AND SUIT MANUFACTURERS ASSOCIATION AND THE INTERNATIONAL LADIES' GARMENT WORKERS UNION, LOCAL 216.

Agreement to be in effect from January 1, 1948 to December 31, 1952, and for a further period of one year unless 3 months' notice is given by either party. The employers recognize the union as the sole agent and representative of the workers engaged in the industry. Closed shop: the employers shall engage and retain in their employ only workmen who have been furnished by the union and who are union members in good standing, and who present to the employer a working card, properly signed by the union. No discrimination shall be exer-

cised by the employer or employees because of past activities or attitude of employer or employees.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: no overtime shall be worked in the industry unless and until all unemployed members of the union have been absorbed, nor during the period from Good Friday to July 1, inclusive, and from Thanksgiving Day to January 1, inclusive, nor any Friday or Saturday, excepting with union permission, nor at any other time for more than 2 hours in each of the first 4 days of the week during the spring season or for more than one hour in each of the first 4 days of the week during the fall season. All such overtime work after 40 hours shall be paid for at the rate of time and one-quarter after 8 hours each day, and for any work on all legal and religious holidays, based on the week's earnings of the week during which the overtime was worked.

Vacation: one week with pay to all employees and provision made for a fund for vacation pay as well as sick benefit and/or hospitalization, with the employer contributing 5 per cent and the union one per cent of the total weekly pay of all employees. Benefits shall be available from January 1, 1948 during the term of the agreement.

Wage scale: only one system of work shall prevail in any one craft of any one factory of an employer, either piece work or week work, excepting that in any factory operating on a piece work basis, the cutters and pressers may be excluded and permitted to operate on a weekly basis. Piece work rates shall be settled by a union committee and the employer. All beginners engaged by the manufacturer after the execution of the agreement shall be paid on the basis of 35 cents per hour during the first 2 months of employment. All workers engaged in sample making shall be paid a minimum of \$43 per week; fully-skilled cutters, pressers and operators' minimum weekly wage to be \$43 and that of fully-skilled finishers to be \$33. All general, unskilled, non-craft help, performing services in any factory upon work which it is not convenient or advisable to have performed on a piece work or incentive basis shall be paid on a weekly basis at a rate to be mutually agreed upon and adjusted from time to time between the employer and the union representative.

Cost of living bonus to compensate for the rise in the cost of living as shown by the Dominion Government cost of living index, or for an adjustment in the event of a fall, has been agreed upon. The figure for the first of October shall set the bonus for the following year—if the figure is between 121 and 129 the manufacturers agree to pay to each employee weekly thereafter for the whole of the year a 7 per cent bonus on the total amount earned by each employee each week, including moneys earned for overtime work at the established overtime rate (employee must have completed a minimum of 40 hours' work in each week in each year to be eligible for such bonus). If the cost of living figure is between 130 and 134 the bonus payable shall be 10 per cent of the total weekly wage earned, and similarly, if the cost of living index figure is between 135 and 139 the bonus shall be 15 per cent and so on, 5 per cent for each 5 points increase thereafter. On the other hand if the cost of living index drops there will be a corresponding reduction in the bonus.

Changing job: In order to ensure to each employer a sufficient number of skilled help to enable him to turn out the season's work it is agreed that no employee, other than for just cause, be allowed to change his or her position from one employer to that of another during the months of January to April inclusive, nor during June to November inclusive in each year of the term of the agreement without first receiving the express permission from the union, otherwise the union is not to furnish employee with a requisite union card.

Lateness, leaving work early and absenteeism shall be dealt with by special committee set up by the union and management which shall have the power, if they find any employee guilty of any of the above infractions, to deny such employee a union working card thereafter and/or withhold from such employee in addition the whole or any part of any bonus unpaid and owing to such employee at the date of finding by committee.

Provision is made for division of work during slack seasons, grievance procedure and arbitration of disputes.

Manufacturing: Metal Products

MONTREAL, P.Q.—PHILLIPS ELECTRICAL WORKS LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 528.

Agreement to be in effect from April 11, 1947 to April 10, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agency of employees in respect of wages, hours of work or other working conditions. The Company and the union agree that there will be no discrimination, intimidation or coercion because of membership or non-membership in the union.

Check-off: The company shall deduct initiation fee and/or monthly union dues from the pay of employees who so authorize and remit same to the union until revoked.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and one-half shall be paid for the first 4 hours' overtime after 8 hours in any one day Monday to Friday inclusive and for the first 12 hours' work on Saturday. Double time shall be paid for all work beyond 12 hours in any one day Monday to Saturday inclusive and for work on Sundays and 5 specified holidays. An additional 3 holidays are paid holidays for employees having 90 days' or more continuous service with the company and who work the workday immediately preceding and the workday after the holiday. Employees working on any of these 3 holidays will receive time and one-half in addition to their regular rates of pay. Vacation: 3 weeks with pay for employees with 21 years' or more seniority, 2 weeks with pay to those with 3 years' seniority and one week with pay to employees with 1 year's seniority. Employees with 6 months' seniority will be entitled to 2 days vacation with pay, those with 8 months to 3 days and those with 10 months to 4 days. A premium of 10 per cent will be paid for night shift work over the rates paid for the corresponding day shift. The last 5 minutes of working time before lunch will be granted for washing up. Hourly wage rates: the company agrees to pay 15 cents per hour increase

from effective date of agreement to all employees and the union agrees to accept for the duration of the agreement the company's present schedule of wage rates with the addition thereto of such increase, unless the Dominion Bureau of Statistics' Cost of Living index for any consecutive 2-month period, after the expiry of 4 months from the date of signing of the agreement, shows an increase or decrease of not less than 5 points above or below the index figure for April, 1947, then the parties agree that after the expiry of the sixth month the matter of wage rates may be re-opened once during the life of the agreement on 15 days' notice and to negotiate with regard thereto. If, after 30 days of such negotiating an agreement cannot be reached, the matter will be arbitrated as provided in the agreement. The decision of the majority of said Arbitration Board shall be accepted by both parties. Starting rates for new male employees shall be 69 cents per hour and this rate shall automatically be increased at the end of 6 weeks to 74 cents. The starting rate for new female employees shall be 61 cents per hour and shall automatically be increased to 66 cents per hour after 6 weeks' employment. Males—power cable department includes cabling machine operators 82 to 89 cents, helpers 74 to 76 cents, paper insulating machine operators 79 to 82 cents; telephone cable department includes belting machine operators, 74 to 79 cents, insulating machine operators, twisting machine operators, labourers 74 to 76 cents, paper cutting machine operators 77 to 82 cents; lead department includes impregnating tank operators 76 to 89 cents, labourers, lead press helpers 74 to 76 cents, lead press operators 76 to 89 cents; armour department includes spooling machine operators (hand), wire armouring machine helpers 74 to 76 cents, wire armouring machine operators 76 to 86 cents; test department includes wire and cable inspectors 74 to 94 cents, labourers 74 cents; braiding department machine operators 74 to 79 cents; finishing department—dip tank operators 74 to 77 cents, leading hand 79 to 84 cents; shipping department—labourers 74 to 77 cents, clerks 77 to 84 cents; machine shop department—stationary engineer 79 to 81 cents, maintenance machinist 82 to 96 cents, maintenance mechanics 74 to 82 cents, steamfitter 84 to 99 cents, steamfitter's helper 79 to 84 cents; stores department—stockkeeper 74 to 79 cents; yard and reel department—carpenters 84 to 94 cents, labourers 74 cents, reel assemblers 74 to 76 cents, reel builders 76 to 84 cents; electrical department—maintenance electricians 79 to 99 cents; females—braiding machine operators, twisting machine operators, insulating machine operators, spoolers, inspectors (wire and cable) 66 cents, clerks 66 to 68 cents.

Provision is made for seniority rights and grievance procedure.

BROCKVILLE, ONT.—PHILLIPS ELECTRICAL WORKS LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 510.

Agreement to be in effect from April 11, 1947, to April 10, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, June 1946, p. 780, with the following changes:

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: time and one half for first 4 hours, overtime after 8 hours in any one day Monday through Friday

and for the first 12 hours work on Saturday. Double time to be paid for all work beyond 12 hours in any one day Monday to Saturday inclusive and for work on Sundays and 5 specified holidays. Three additional holidays are paid holidays if employee works on the work day immediately preceding and immediately following the holiday. Any work on these 3 days to be paid for at time and one half in addition to the regular rate of pay. Vacation: two weeks with pay for employees with 3 or more years' continuous service with the company and 3 weeks with pay for those with 21 years' service.

Hourly wage rates: the company agrees to pay 15 cents per hour increase from April 11, 1947, to all employees in addition to the rates given in the agreement for the duration of the agreement unless the Dominion Bureau of Statistics' cost of living index for any consecutive 2 month period, after the expiry of 4 months from the date of signing of the agreement, shows an increase or decrease of not less than 5 points above or below the index figure for April, 1947 (as published by the Dominion Bureau of Statistics) then the parties agree that after the expiry of the 6 months the matter of wage rates may be re-opened once during the life of the agreement on 15 days' notice and to negotiate with regard thereto. Starting rate for new male employees shall be 69 cents per hour and this rate shall automatically be increased at the end of the first 6 weeks to 74 cents per hour. The starting rate for new female employees shall be 61 cents per hour and shall automatically be increased to 66 cents per hour at the end of the first 6 weeks' employment. A premium of 10 per cent will be paid for night shift work over the rates paid for the corresponding day shift.

HAMILTON, ONT.—UNITED-CARR FASTENER COMPANY OF CANADA LTD. AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 520.

Agreement to be in effect from April 3, 1947, to April 2, 1948, and for an additional year unless either party gives notice. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. There shall be no discrimination, intimidation or coercion because of membership or non-membership in the union. Employees are free to join or refrain from joining the union.

Check-off: the company agrees to deduct from the pay of employees who so authorize it the initiation fee and monthly union dues and remit same to the union.

Hours of work: 9 per day Monday through Friday, a 45-hour week for all except engineers, firemen and watchmen-janitors. Overtime: time and one half for work in excess of 9 hours per day and for work on Saturdays. Double time for overtime work in excess of 2 hours on weekdays, 6 hours on Saturdays and for all work on Sundays and 8 specified holidays. Engineers, firemen and watchmen-janitors shall receive time and one-half for work in excess of 8 hours per day or 48 hours per week and double time for work on the seventh consecutive day and the 8 specified holidays. Two 10 minute rest periods will be allowed daily and two periods of 5 minutes before lunch and before quitting time each day for washing are also allowed. Shift workers on the

5 p.m. to midnight shift, will be allowed a paid lunch period of one-half hour in lieu of any rest periods.

Vacation: one week with pay equal to 2 per cent of earnings during previous year to all employees with 3 months' service with the company. An additional week with pay is granted to employees with 5 or more years' service and a third week to those with 15 or more years of service with the company.

Wage rates: all rates in effect prior to this agreement to be increased by 5 cents per hour retroactive to January 1, 1947. All adjustments (excepting 5 cent increase) are retroactive to February 1, 1947. These rates are accepted as satisfactory under present economic conditions and will apply during the term of the agreement unless a substantial inflation occurs, when the question of wage rates may be reopened at any time after 5 months from the effective date of the agreement and may be reopened a second time 3 months after the establishment of new wage rates. The following are the hourly starting rates, and the rates after 3 months for some of the classifications,

males—machine operators' (production) 83 and 91 cents, machine operators (tool room) \$1.05 and \$1.10, tool and die makers \$1.08-\$1.21 and \$1.13-\$1.26, machine maintenance \$1-\$1.21 and \$1.05-\$1.26, receivers 85 and 90 cents, millwrights 90 and 95 cents, stationary engineers 90-95 cents and 95 cents-\$1, maintenance electricians 88 to 93 cents; females—assembly, spray paint, buffers, packers and sewing machine operators 58-67 cents and 64-72 cents. Provision is also made for a review of the hourly rated employees every 6 months on the basis of skill, accuracy, production, etc., with the general intention of granting increases to those who merit them within the limits of the ceiling rates of their occupational group. (This ceiling averages about 10 cents above the rates effective after 3 months). A night shift bonus of 5 cents per hour on hourly rates up to and including 79 cents per hour and one of 7 cents on hourly rates over 79 cents shall be paid to all employees on off shifts (shifts starting between 2 p.m. and 6 a.m.)

Provision is made for seniority rights, grievance procedure and an apprenticeship plan.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, The Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of one new agreement, the amendment of 4 other agreements, the correction of 2 agreements and the repeal of another agreement. These include the correction of the agreement for the corrugated paper box industry in the *Quebec Official Gazette* of August 30 and the amendment of the agreement for grocers and butchers at

Joliette in the issue of September 6. The others are summarized below.

Requests for the amendment of the agreements for building materials for the province and for building trades at Chicoutimi were gazetted August 23. Requests for the amendment of the agreements for building trades at Sorel, at St. Johns and Iberville and at Montreal, as well as a request for a new agreement for clockmakers at Montreal, were published August 30. Requests for the amendment of the agreements for building trades at Hull, for the shoe industry for the province and for the wholesale fur industry at Montreal were all published September 6. Requests for the amendment of the agreement for retail food stores at Quebec and for a new agreement for building trades at Quebec were gazetted September 13.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated August 20, and gazetted August 30, extends the term of the previous Order in Council for this industry (L.G., Sept., 1946, p. 1247) to December 1, 1947.

SHOE REPAIRERS, THREE RIVERS

An Order in Council, dated September 4, and gazetted September 13, makes obligatory the

terms of a new agreement between "L'Association nationale catholique des Maîtres-Cordonniers des Trois-Rivières et district" and "Le Syndicat national catholique des Employés et Artisans Cordonniers des Trois-Rivières et district, inc." Agreement to be in effect from September 13, 1947, to September 12, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction includes the cities of Three Rivers, Cap-de-la-Madeleine and within 5 miles from their limits.

Hours: from 8 a.m. to 6 p.m. on Monday, Tuesday, Wednesday, Thursday and Saturday, and from 8 a.m. to 9 p.m. on Friday. Employees to be given one hour for the noon meal, and another hour for the evening meal when working after 6 p.m. All work in excess of 8 hours per day is payable at time and one-half. No work to be performed on Sundays and 8 specified holidays.

Minimum wage rate for competent cobblers and shoemakers: 40 cents per hour. Apprentices to be paid from 25 cents per hour during first 6 months to 37½ cents during sixth 6 months. Vacation: 6 days with pay after one year's service. If room and/or board are provided, not more than \$2 per week per room and \$5 per week for board may be charged.

Provision is made for apprentice regulations.

Manufacturing: Textiles and Clothing

MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC

Corrections of Orders in Council relating to this industry (L.G., Oct., 1945, p. 1520; Aug., 1946, p. 1093; Aug., 1947, p. 1174, Sept., p. 1306, and previous issues) were published in the *Quebec Official Gazette* of August 23, 1947. These corrections provide that all employees

are to receive the increase of 7½ cents per hour, effective July 1, 1947, with the following exceptions—employees in the odd pants industry to receive increase of 7½ cents from August 16, 1947; employees manufacturing sportswear and children's clothing to be paid an increase of 5 cents per hour from July 1, 1947. These increases do not apply in the case of overtime rates.

EMBROIDERY INDUSTRY, MONTREAL

An Order in Council, dated August 27, and gazetted September 6, extends the term of the previous Orders in Council for this industry (L.G., Dec., 1944, p. 1514; Sept., 1946, p. 1249, Nov., p. 1584; Jan., 1947, p. 48) to October 31, 1947. This agreement was previously extended to August 31, 1947, in the *Quebec Official Gazette* of August 16, 1947.

Manufacturing: Miscellaneous Wood Products

FURNITURE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated August 27, and gazetted September 6, extends the term of the previous Orders in Council for this industry (L.G., April, 1946, p. 499; Jan., 1947, p. 49, March, p. 370, April, p. 543) to January 2, 1948. This agreement was previously extended to September 2, 1947, in the *Quebec Official Gazette* of May 31, 1947.

Service: Municipal

FIREFIGHTERS, QUEBEC

An Order in Council, dated August 27, and gazetted September 6, repeals the Order in Council making this agreement obligatory (L.G., April, 1946, p. 500).

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, Ontario, Saskatchewan and Alberta

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carry-

ing out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077.

Schedules of wages and hours recently made binding by Orders in Council under these Acts include the schedules for the retail gasoline service industry at Windsor, published in the *Ontario Gazette* of July 19, and for the retail gasoline service industry at Brantford in the *Ontario Gazette* of August 23. The rescission of the schedule covering carpenters at Swift Current was published in the *Saskatchewan Gazette* of July 18. A new schedule for the beauty culture industry at Regina was published August 15. Amendments of the schedules for barbers at Medicine Hat, Lethbridge, Edmonton and Calgary were all published in the *Alberta Gazette* of July 31. Other schedules of wages and hours made binding are summarized below.

Nova Scotia

*Construction***BRICKLAYERS, HALIFAX AND DARTMOUTH**

An Order in Council, dated July 15, and gazetted July 16 and 23, makes binding the terms of a new schedule for bricklayers, masons and tile setters in Halifax and Dartmouth, to be in effect until April 30, 1948, and thereafter from year to year, subject to notice.

Hours: 8 hours per day, 5 days a week. Work performed on Saturday morning is payable at time and one-half; double time for all other overtime and for work on Sundays and specified holidays. Men working on night shift shall receive 8 hours' pay for 7 hours' work. Minimum wage rate: \$1.33 per hour. Apprentices to be paid from 40 per cent of journeyman's rate during first 1000 hours to 85 per cent during eighth 1000 hours.

CARPENTERS, HALIFAX AND DARTMOUTH

An Order in Council, dated July 15 and gazetted July 16 and 23, makes binding the terms of a new schedule for carpenters at Halifax and Dartmouth, to be in effect until April 30, 1948, and thereafter from year to year, subject to notice.

Hours: 8 hours per day, 40 hours per week. Work on Saturday morning is payable at time and one-half; double time for work on Saturday afternoons, Sundays and specified holidays. Men working on night shift shall receive 8 hours' pay for 7 hours' work. Minimum wage rate: \$1.11 per hour. Apprentices shall be paid from 50 per cent of journeyman's rate during first 1000 hours to 90 per cent during eighth 1000 hours.

ELECTRICAL WORKERS, HALIFAX AND DARTMOUTH

An Order in Council, dated July 15, and gazetted July 16 and 23, makes binding the terms of a new schedule for electrical workers in Halifax and Dartmouth, to be in effect until April 30, 1948, and thereafter from year to year, subject to notice.

Hours: 8 per day, 40 per week. Time and one-half for work on Saturday morning and for 4 hours after the regular working day; double time for all other overtime and for work on Saturday afternoon, Sundays and specified holidays. Men working on night shift shall receive 8 hours' pay for 7 hours' work. Minimum wage rate: \$1.23 per hour. Apprentices shall be paid from 45 per cent of journeyman's rate during first 1000 hours to 80 per cent during eighth 1000 hours.

PLASTERERS, HALIFAX AND DARTMOUTH

An Order in Council, dated July 15, and gazetted July 16 and 23, makes binding the terms of a new schedule for plasterers at Halifax and Dartmouth, to be in effect until April 30, 1948, and thereafter from year to year, subject to notice.

Hours: 8 hours per day, 40 hours per week. Time and one-half for work on Saturday morning and for the first 4 hours after the regular shift; double time for all other overtime and for work on Saturday afternoons, Sundays and specified holidays. Men working on night shift shall receive 8 hours' pay for 7 hours' work. Minimum wage rate: \$1.21 per hour. Apprentices shall be paid from 45 per cent of journeyman's rate during first 1000 hours to 80 per cent during eighth 1000 hours.

PLUMBERS, HALIFAX AND DARTMOUTH

An Order in Council, dated July 15, and gazetted July 16 and 23, makes binding the terms of a new schedule for plumbers and steamfitters in Halifax and Dartmouth to be in effect until April 30, 1948, and thereafter from year to year, subject to notice.

Hours: 8 hours per day, 40 hours per week. Time and one-half for overtime work until 10 p.m. and for work on Saturday morning; double time for all other overtime and for work on Saturday afternoons, Sundays and specified holidays. Minimum wage rate \$1.19 per hour. Apprentices to be paid from 45 per cent of journeyman's rate during first 1000 hours to 90 per cent during tenth 1000 hours.

SHEET METAL WORKERS, HALIFAX AND DARTMOUTH

An Order in Council, dated July 15, and gazetted July 16 and 23, makes binding the terms of a new schedule for sheet metal workers in Halifax and Dartmouth, to be in effect until April 30, 1948, and thereafter from year to year, subject to notice.

Hours: 8 hours per day, 40 hours per week. Overtime: time and one-half until 10 p.m. and on Saturday morning; double time on Saturday afternoons, Sundays and specified holidays and for all overtime on ship work. Minimum wage rate: 99½ cents per hour. Apprentices shall be paid from 50 per cent of journeyman's rate during first 1000 hours to 90 per cent during eighth 1000 hours.

Ontario

*Manufacturing: Wood Products***HARD FURNITURE INDUSTRY, PROVINCE OF ONTARIO**

An Order in Council, dated July 17, and gazetted August 9, makes binding the terms of a new schedule for the hard furniture industry of Ontario, to be in effect from August 19, 1947, during pleasure. This schedule is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, June, 1946, p. 784, Dec., p. 1776, with the following amendments: the number of working hours per week is reduced from 47 to 45. Minimum wage rates: class B employees from 36 cents per hour during first 6 months to 52 cents during fifth 6 months,

afterwards class A rates; class C from 46 cents per hour during first 6 months to 52 cent during third 6 months, afterwards Class A rates; Class A 58 cents per hour; classes A and C combined 70 cents minimum average. (These are increases of from one to 5 cents per hour over the previous minimum rates in the previous schedule.)

*Construction***CARPENTERS, CORNWALL**

An Order in Council, dated July 4, and gazetted July 19, makes binding the terms of a new schedule for carpenters at Cornwall, to be in effect from July 29, 1947, during pleasure.

Hours: 8 per day, 4 on Saturday, a 44-hour week. All overtime is payable at double time, except that 3 hours' overtime may be added to any regular working-day at time and one-half. Employees working on night shift shall receive 8 hours' pay for 7 hours' work. Minimum wage rate: \$1.10 per hour. Apprentices are governed by the provisions of the Apprenticeship Act.

CARPENTERS, BROCKVILLE

An Order in Council, dated July 4, and gazetted July 19, makes binding the terms of a new schedule for carpenters at Brockville, to be in effect from July 29, 1947, during pleasure. Hours: 8 per day, 4 on Saturday, a 44-hour week. Overtime: time and one-half for ordinary overtime work performed on Saturday before 4 p.m. or during a 3-hour period immediately following any other regular working day; overtime work on Saturday before 6 p.m. to permit the pouring of concrete is payable at regular rates, as well as 8 hours' work performed at night which cannot be performed during regular working periods. All other overtime is payable at double time. Minimum wage rate: \$1 per hour. Men working on night shift shall receive 8 hours' pay for 7 hours' work. Apprentices are governed by the terms of The Apprenticeship Act.

PLUMBERS, WINDSOR

An Order in Council, dated July 4, and gazetted July 19, makes binding the terms of a new schedule for plumbers at Windsor, to be in effect from July 29, 1947, during pleasure. Hours: 8 per day, 5 days a week, a 40-hour week. Overtime: time and one-half for overtime work on emergency repairs between 8 a.m.

and 12 noon on Saturday, where the owner of the shop does not work on emergency repairs and does not employ more than one journeyman mechanic on the emergency repairs; double time for all other overtime work. Minimum wage rate: \$1.50 per hour. Men working on night shift shall receive 8 hours' pay for 7 hours' work. Apprentices are governed by the terms of The Apprenticeship Act.

PLUMBERS, OTTAWA

An Order in Council, dated July 31, and gazetted August 30, makes binding the terms of a new schedule for plumbers at Ottawa, to be in effect from September 9, 1947, during pleasure. Hours remain unchanged, at 40 per week. Overtime: time and one-half for work from 5 p.m. to 12 midnight from Monday to Friday inclusive and from 8 a.m. to 12 noon on Saturday; double time for all other overtime work, except that one hour's overtime at regular rate may be added to any regular working day to complete a repair job. Men working on night shifts shall receive 8 hours' pay for 7 hours' work. Minimum wage rate: \$1.25 per hour. Apprentices are governed by The Apprenticeship Act.

PLUMBERS, WELLAND

An Order in Council, dated July 31, and gazetted August 30, makes binding the terms of a new schedule for plumbers at Welland, to be in effect from September 9, 1947 during pleasure. Hours: 8 per day, 4 on Saturday, a 44-hour week. Overtime: time and one-half for all overtime work. Men working on night shifts shall receive 8 hours' pay for 7 hours' work. Minimum wage rate: \$1.25 per hour.

Saskatchewan

Manufacturing: Fur and Leather Products

SHOE REPAIRERS, REGINA

An Order in Council, dated July 9, and gazetted July 18, makes binding the terms of a new schedule for shoe repairers in Regina, to be in effect from August 1, 1947, during pleasure. Hours: 8 per day, 5 days a week with 4 hours on Wednesday, a 44-hour week. Overtime is payable at time and one-half. Minimum wage rates: inexperienced employees from \$18.50 per week during first 6 months to \$22.50 during third 6 months, thereafter \$25 per week. Employees working less than one week shall receive 60 cents per hour. Employees who work on any of the 8 specified holidays shall be paid, in addition to one day's wages at their regular rate of wages, time and one-half their regular rate of wages for every hour or part of an hour during which they work on such holiday. Minimum price to be charged for each piece of work is included in the schedule.

Service: Business and Personal

BARBERS, PROVINCE OF SASKATCHEWAN

An order in Council, dated July 18, and gazetted July 25, makes binding the terms of a new schedule for barbers in the province of Saskatchewan, to be in effect from August 11, 1947, during pleasure. Schedules previously in effect for barbers at Biggar, Estevan, Hum-

boldt, Melville, Moose Jaw, North Battleford, Prince Albert, Regina, Rosetown, Saskatoon, Swift Current, Weyburn and Yorkton are rescinded. Territorial jurisdiction of the present schedule comprises the entire province of Saskatchewan.

Hours: 44 per week. Overtime: all work performed by employees in excess of 11 hours in any one day of a week and in excess of 8 hours in any other day of the same week, as well as all work in excess of 44 hours per week, is payable at time and one-half; anything to the contrary contained in section 4 of The Hours of Work Act shall not apply to such employees. The schedule also provides that the minimum rate for overtime work for all employees shall be 75 cents per hour together with the bonus of 60 per cent of all charges made for work done by the employee in excess of the minimum weekly wage rate. Employees working on any of the specified holidays shall be paid, in addition to one day's wages at the regular rate, time and one-half their regular wage rate for every hour or part of an hour during which they work on such holiday.

Minimum wage rate for full-time employees: \$18.50 per week (\$20 in cities) plus the bonus of 60 per cent of all charges made for work done by such employee in excess of minimum weekly wage rate. Part-time employees are paid 75 cents per hour plus the bonus, with a minimum of \$2.25 per day.

A minimum charge scale is included in the schedule.

Vocational Training

Reorganization of Training Centres

IN order that a high standard of training might be maintained, it has been necessary to amalgamate courses and close various Training Centres. In the Maritime Provinces, the large Training Centres at Pictou, Saint John Airport and Windsor, N.S., were closed during the month of September. Pre-Matriculation Training for veterans from Nova Scotia and New Brunswick will be carried on during the Winter of 1947-48 at Moncton, N.B. The teaching staff for the course at Moncton has been drawn in approximately equal numbers from the two provinces. Instructional facilities of the two provinces in Radio, Refrigeration and Diesel Repair have also been pooled.

In Quebec, the Vocational Training Centres at Montreal and Quebec City were closed during the month of August. The Commercial School in Quebec will close in September and the Vocational School at Sherbrooke will close on October 31. Some of the veterans undergoing training in these schools have been transferred to Three Rivers, where a C.V.T. School will continue in operation throughout the Winter. Other veterans have decided to complete their training on the job and still others have been absorbed in special classes which have been organized by the Provincial Government at various Technical, and Arts and Crafts Schools.

In Ontario, all C.V.T. Training Centres have been closed with the exception of those at Toronto and Hamilton. The total capacity of these two schools is large, and will be more than sufficient to handle all the veterans who may come forward for training during the next six months. In this connection, there has not been any indication of a large increase in the numbers of veterans who desire Vocational Training. The numbers approved for such training by the Department of Veterans Affairs for the whole of Canada have been under 200 per week since the week ending May 24, 1947.

In the Prairie Provinces, C.V.T. Training Centres will probably remain open until the Spring of 1948 at Winnipeg, Regina, Saskatoon, Edmonton, Red Deer and Calgary. The C.V.T. Commercial School and the Hair Dressing School at Winnipeg were closed in August. The Prince Albert Vocational School closed in June and the School at Moose Jaw will cease operations at the end of September. Both in Saskatchewan and Alberta, a consolidation of courses has taken place, so that instruction in any particular trade is given at only one point in each province.

In British Columbia, most of the training has been carried out in Vancouver. The majority of the Centres which are operating there under the auspices of C.V.T. will continue throughout the Winter, but it has been possible to release a large rented building which had been used for the past year and a half in the central part of the city.

The consolidation and reduction of training facilities has constituted almost as difficult and complex a job as that of their original establishment. However, it has been carried out with a minimum of inconvenience to the veterans under training and, generally speaking, has had little, if any, adverse effect on the training being carried out. The uncertain future for administrative staff and instructors has made it necessary for them to keep a constant watch for other opportunities. Many of them have stayed with the program longer than was wise for them to do, because they wished to see the training of veterans more or less completed. Other members of the staff, who were retired from teaching duties before taking employment with C.V.T., have remained on the job longer than they intended to do. Generally speaking, it can fairly be said that C.V.T. and the veterans undergoing Vocational Training have been well served by the men and women who took part in the program.

Status of Training of Ex-Members of Armed Forces

THE training of veterans reached its peak, in so far as numbers enrolled are concerned, some months ago, and there has recently been a steady decline in the numbers undergoing all types of training. At the end of August, there were 16,747 veterans undergoing courses, or Training-on-the-Job, as com-

pared with 37,295 at the end of January, 1947. Up to August 31, the total enrolment from the commencement of the program has been 127,488.

The two tables which follow afford comparison, in detail, between the Veterans Training situation on January 31, and August 31, 1947.

NUMBER IN TRAINING IN REHABILITATION CLASSES AS OF JANUARY 31, 1947

At January 31, 1947	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total at Jan. 31/47
Training-on-the Job in {Men Industry.....{Women	59	271 1	225 5	1,976 30	6,305 93	760 7	283 9	631 10	531 8	11,041 163
Total.....	59	272	230	2,006	6,398	767	292	641	539	11,204
Training in Correspondence Courses and Pre-Matric- {Men ulation Classes.....{Women	53 4	285 7	253 19	585 4	3,865 199	364 33	515 82	487 30	511 32	6,918 410
Total.....	57	292	272	589	4,064	397	597	517	543	7,328
Training in C.V.T. {Men Schools and Others....{Women	104 19	1,251 139	974 145	3,582 390	5,939 872	1,114 213	941 152	1,106 298	1,096 428	16,107 2,656
Total.....	123	1,390	1,119	3,972	6,811	1,327	1,093	1,404	1,524	18,763
GRAND TOTAL										37,295

NUMBER IN TRAINING IN REHABILITATION CLASSES AS OF AUGUST 31, 1947

At August 31, 1947	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Total at Aug. 31/47
Training-on-the-Job in {Men Industry.....{Women	26	150 2	203 4	1,247 24	5,216 32	532 2	179 3	554 6	209 5	8,316 78
Total.....	26	152	207	1,271	5,248	534	182	560	214	8,394
Training in Correspondence Courses and Pre- {Men Matriculation Classes...{Women	5	97 1	121 3	292 10	417 5	185 22	175 24	110 1	6 1	1,468 67
Total.....	5	98	124	302	422	207	199	111	67	1,535
Training in C.V.T. {Men Schools and Others....{Women	59 5	764 110	437 66	1,276 208	1,912 230	398 87	144 70	189 84	584 195	5,763 1,055
Total.....	64	874	503	1,484	2,142	485	214	273	779	6,818
GRAND TOTAL.....										16,747

Assistance to Vocational Schools

THE agreement between the Dominion Government and the provinces covering Dominion contributions to Vocational Schools has been in effect for the past two and a half years, and the amount of construction work which is being carried out with funds provided by it is increasing rapidly. This agreement calls for an outright contribution by the Dominion of \$10,000 annually to each province, and a further amount of \$1,910,000 each year to be divided among the provinces in proportion to the population in the provinces between the ages of 15 and 19 years. This contribution must be matched dollar for dollar by the province. In addition, the Dominion is contributing \$10,000,000, also to be matched by the provinces, and to be distributed on the same basis as the annual grant of \$1,910,000. However, the sum of \$10,000,000 is to be available for capital expenditures only and, under the terms of the Agreement, must be spent before March 31, 1949. Twenty-five per cent of it must be spent on equipment.

The whole object of this agreement is to extend Vocational Training. The primary test of any expenditure proposed by a province is whether or not it achieves this purpose.

A recent report from the Province of Quebec indicates that a great deal of construction work has already been carried out, more is now under contract and still more is under study, although plans and specifications have not been completed.

A sum of \$365,000 has already been spent on alterations to the Central Arts and Crafts School in Montreal and for the construction of a new Arts and Crafts School at Rouyn. Both these projects are completed. Work amounting to another \$2,000,000 has been approved and construction has been started on the following:

- Technical Schools at Montreal, Quebec and St. Hyacinthe.
- Arts and Crafts Schools at Cap-de-la-Madeleine, Granby, Lauzon, Montreal, Rimouski and Thetford Mines.

- (c) The Saw-Mill School at Duchesnay, the Forest Protection and Forest Ranger Schools and the Provincial Domestic Science School at Montreal.

Plans and specifications have been approved for additional work at the Montreal Technical School and additions to the Technical School at Hull. The same applies to Arts and Crafts Schools in Drummondville, Maisonneuve, Sorel, Verdun and Sherbrooke. Plans for new construction at the Paper Making School in Three Rivers have also been approved.

Plans are now being prepared for additions to the Three Rivers Technical School, the

Furniture School and the Graphic Arts School in Montreal, and the Arts and Crafts Schools in Chicoutimi and Amos. The work which is contemplated will cost approximately \$1,100,000.

The contributions of the Dominion Government, added to the large annual vote which is provided by the province, will permit the Technical and Arts and Crafts Schools to accept and maintain, within the next few years, about 9,000 in the regular day courses and about 15,000 in the evening refresher courses. This enrolment means that approximately 4,000 pupils will finish their courses annually and be able to assist in the Industrial and Commercial expansion of the country.

Unemployment Insurance

Activities of Unemployment Insurance Commission*

Analysis of Statistics for August—Insurance Registrations—The Fund—Decisions of Umpire

A TOTAL of 17,281 initial and renewal claims was filed in local offices of the Unemployment Insurance Commission in Canada during August. This compares with 20,034 in July and 25,115 during August, 1946. The claim load in August this year is the smallest in any month since July, 1945, indicating that the number of insured persons becoming unemployed in a period has reached a new post-war low point.

Similarly, the number of ordinary claims on the live unemployment register at August 30, was 37,350 (23,817 males and 13,533 females) as against 41,877 (26,943 males and 14,934 females) at July 31 and 61,822 (44,224 males and 17,598 females) at August 31, 1946. This is the smallest number at any time since August 31, 1945. Ordinary claimants on the live unemployment register at any date measure the number of cases of unemployment recorded among insured persons at that date. In addition to the ordinary claimants, there were 1,720 other (short-time and casual) claimants on the register at August 30, compared with 1,328 at July 31.

Persons on the live unemployment register at August 30 are classified in Table 6 according to the number of days they have been continuously on the register during the current

* Statistics (including tables) based on returns supplied by the Unemployment Insurance Commission and Dominion Bureau of Statistics

case of unemployment. Little change has occurred in the proportion of the total found in the various time categories between the end of July and the last working day of August.

During August, 21, 348 claims were adjudicated by Insurance officers (some of them being claims received in July and some being readjudications based upon new information or changed circumstances, i.e., revised claims) of which 14,759 were considered entitled to benefit and 6,589 not entitled to benefit. The chief reasons for non-entitlement were: "voluntarily left employment without just cause" 1,852 cases, "refused an offer of work and neglected an opportunity to work" 1,644 cases and "insufficient contributions while in insurable employment" 1,574 cases.

A total of 42,756 persons were paid benefit in August aggregating \$1,515,868 for 791,850 compensated unemployed days, compared with 51,270 persons paid \$1,956,722 for 1,018,204 days in July and 73,138 persons paid \$2,861,278 for 1,448,399 days during August, 1946. Thus, the average duration of the unemployment compensated was 18.5 days in August, 19.9 days in July and 19.8 days in August last year. The average amount of benefit paid per beneficiary was \$35.45 in August, \$38.17 in July and \$39.12 during August, 1946. The average amount of benefit paid per compensated day of unemployment was \$1.91 in August, \$1.92 in July and \$1.98 in August last year.

TABLE 1.—SUMMARY OF REGISTRATIONS FOR EMPLOYERS AND EMPLOYEES BY REGION FROM APRIL 1, 1946 TO AUGUST 31, 1946 AND FROM APRIL 1, 1947, TO AUGUST 31, 1947

Region	1946		1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13, 121	199, 736	13, 779	214, 854
Quebec.....	45, 409	764, 661	48, 511	824, 385
Ontario.....	62, 914	1, 026, 856	78, 104	1, 173, 941
Prairies.....	31, 546	418, 201	33, 046	437, 035
Pacific.....	18, 126	270, 497	19, 511	298, 271
Total for Canada.....	171, 116	2, 679, 951	192, 951	2, 948, 486

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending August 31, 1947, showed 2,948,486 employees were issued with insurance books and had made contributions to the Unemploy-

ment Insurance Fund at one time or another since April 1, 1947, an increase of 85,823 since July 31, 1947.

As at August 31, 1947, 192,951 employers were registered as having insurable employees representing an increase of 11,880 since July 31, 1947.

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942, TO AUGUST, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,825	34,777	27,603
June.....	4,629	1,772	3,226	10,857	30,646	21,365
July.....	2,668	1,087	3,106	10,886	27,576	20,034
August.....	1,855	1,370	3,241	20,557	25,115	
September.....	1,118	1,013	3,715	40,473	28,555	
October.....	1,058	1,475	6,222	36,717	34,891	
November.....	1,748	2,896	11,798	53,325	37,111	
December.....	3,337	6,562	13,770	57,612	52,479	
Total.....	26,924	36,660	90,897	296,391	488,667	259,358

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, AUGUST, 1947

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months) ¹		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending ⁽²⁾
Prince Edward Island.....	106	73	33	74	37	87
Nova Scotia.....	2,257	1,133	1,124	1,796	604	1,231
New Brunswick.....	624	459	165	697	281	545
Quebec.....	5,353	3,986	1,367	4,069	2,691	2,928
Ontario.....	4,311	2,749	1,562	4,249	1,502	1,602
Manitoba.....	1,169	717	452	1,145	464	551
Saskatchewan.....	362	237	125	308	187	178
Alberta.....	669	443	226	540	62	440
British Columbia.....	2,430	1,589	841	1,881	761	2,238
Total, Canada, August, 1947.....	17,281	11,388	5,895	14,759	6,589	9,800
Total, Canada, July, 1947.....	20,034	13,089	6,945	18,046	8,815	10,174
Total, Canada, August, 1946 ⁽³⁾	25,115	16,660	8,455	18,883	6,995	6,298

(1) Action taken at Insurance Offices.

(2) Includes claims referred to appeals.

(3) Revised claims for 1946 not available.

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of August, 1946	Month of August, 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,314	1,574	18,290
Not capable of and not available for work.....	243	479	2,967
Loss of work due to a labour dispute.....	755	25	1,215
Refused offer of work and neglected opportunity to work.....	275	1,644	11,834
Discharged for misconduct.....	295	205	1,284
Voluntarily left employment without just cause.....	2,540	1,852	11,493
Other reasons ⁽¹⁾	573	810	5,056
Total.....	6,995	6,589	52,139

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, AUGUST, 1947

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	331	72	5,330	\$ 9,557
Nova Scotia.....	5,054	1,332	99,225	207,734
New Brunswick.....	1,903	472	31,946	65,082
Quebec.....	12,160	3,279	230,136	407,001
Ontario.....	12,549	4,053	234,117	448,430
Manitoba.....	3,105	862	55,444	103,279
Saskatchewan.....	1,019	248	17,748	33,120
Alberta.....	1,441	423	24,227	48,338
British Columbia.....	5,194	1,373	93,677	193,327
Total, Canada, August, 1947.....	42,756	12,114	791,850	1,515,888
Total, Canada, July, 1947.....	51,270	14,774	1,018,204	1,956,722
Total, Canada, August, 1946.....	73,138	17,625	1,448,399	2,861,278

TABLE 6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS AT AUGUST 30, 1947

Province	Total	6 days or less	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	263	50	16	34	39	32	92
Male.....	181	40	12	19	24	19	67
Female.....	82	10	4	15	15	13	25
Nova Scotia.....	5,245	809	414	627	721	775	1,899
Male.....	4,570	714	363	555	633	687	1,618
Female.....	675	95	51	72	88	88	281
New Brunswick.....	1,617	280	112	178	243	208	506
Male.....	1,252	238	93	137	187	151	446
Female.....	365	42	19	41	56	57	150
Quebec.....	11,799	2,140	939	1,414	1,842	1,375	4,089
Male.....	7,067	1,337	596	796	1,044	776	2,518
Female.....	4,732	803	343	618	798	599	1,571
Ontario.....	10,619	1,580	673	969	1,642	1,243	4,512
Male.....	5,613	904	348	566	847	653	2,295
Female.....	5,006	676	325	403	795	590	2,217
Manitoba.....	2,421	438	165	283	386	252	897
Male.....	1,358	251	74	124	186	113	610
Female.....	1,063	187	91	159	200	139	287
Saskatchewan.....	845	124	56	91	143	90	341
Male.....	482	67	34	48	69	50	214
Female.....	363	57	22	43	74	40	127
Alberta.....	1,442	336	167	186	171	135	447
Male.....	1,081	270	132	132	105	92	350
Female.....	361	66	35	54	66	43	97
British Columbia.....	4,819	961	349	582	751	543	1,633
Male.....	3,581	768	243	398	497	401	1,274
Female.....	1,238	193	106	184	254	142	359
TOTAL.....	39,070	6,718	2,891	4,364	5,938	4,653	14,506
MALE.....	25,185	4,589	1,895	2,775	3,592	2,942	9,392
FEMALE.....	13,885	2,129	996	1,589	2,346	1,711	5,114

TABLE 7.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1947

Fiscal Year Ended March 31	REVENUE										EXPENDITURE	Balance in Fund
	CONTRIBUTIONS (Gross less refunds)						Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments			
	Total Employer and Employee		Government	Fines								
	Meter	Bulk										
1942.....	\$22,436,001 56	\$ 7,209,058 48	\$ 6,790,549 01	\$36,435,609 05	\$ 7,287,421 81	.....	\$ 269,268 74	43,991,999 60	\$ 27,752 92	\$43,964,246 68	
1943.....	30,408,651 15	13,645,285 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93		
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19		
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86		
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34		
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64		
April.....	* 1,290 87	*Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 54	2,189,549 78	3,778,228 88	371,289,946 54		
May.....	3,286,771 69	981,289 50	2,431,448 93	6,699,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95	376,995,667 51		
June.....	3,383,750 49	999,288 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06	383,414,065 94		
July.....	3,272,300 86	1,000,375 70	2,234,707 63	6,507,384 19	1,296,397 63	540 00	750,195 24	8,554,517 06	1,953,664 08	390,014,908 92		
August.....	3,611,119 91	1,070,486 19	2,346,752 66	7,028,358 76	1,411,043 81	520 00	763,312 88	9,203,235 45	1,512,586 95	397,705,557 42		
Sub Total.....	13,555,233 82	4,051,440 01	10,368,123 45	27,974,797 28	5,595,687 68	2,707 00	3,718,375 74	37,291,567 70	12,464,635 92	397,705,557 42		
GRAND TOTAL.....	206,756,508 43	72,354,418 34	106,765,392 00	385,876,318 77	77,177,704 67	12,833 89	29,642,821 00	492,709,678 33	95,004,120 91	397,705,557 42		

The column for "Bulk" includes Miscellaneous \$1,756.89 and Contributions for Armed Service \$14,100,283.00.

The column "Interest on Investments and Profit on Sale of Securities" represents:—

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

*April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

*National Employment Committee Studies Placement of Older Workers**

THE problem of the older-age worker was considered by the National Employment Committee which met in Ottawa on September 16 and 17. The Committee is a statutory body advisory to the Unemployment Insurance Commission on all matters in the unemployment field. Judge W. J. Lindal, of Winnipeg, Chairman, presided, and the meeting was attended by members of the Committee, the Unemployment Insurance Commission and staff officers.

Regional Employment Committees, of which there are five in Canada, and Local Employment Committees numbering 67, send minutes of their meetings to the National Employment Committee. For some time certain of these minutes have emphasized the growing gravity of the employment situation as it affects the worker over 45 years of age. On the Pacific coast, where the problem appears to be most pressing in so far as Canada is concerned, a special committee has been conducting investigations. This Committee reported on the situation to the Pacific Regional Employment Committee and its findings were sent to the National Committee.

After canvassing the situation, the National Employment Committee reached the conclusion that a campaign of education directed primarily to employers offered the best hope for solving the problem. Employers, some of whom are inclined to demand young workers, should be convinced that in so doing they are frequently ignoring valuable experienced workers who stay

on the job and give competent, faithful service. Such a campaign should stress the value of the older worker, a value which has been demonstrated by many organizations in Canada and elsewhere. The important objective in the opinion of the National Employment Committee, was to create a public opinion favourable to employment of men and women over 45 years of age.

During the interval between now and the next meeting of the National Employment Committee early in December, three sub-committees will consider certain specified subjects. The first, headed by Mr. A. R. Mosher, will deal with widening of the insurance field, amendments to the Unemployment Insurance Act, and the question of benefit payments during a strike or lock-out. Mr. J. C. G. Herwig is chairman of another sub-committee which will consider re-training of veterans and civilians. Finally, the National Chairman, Judge Lindal, presides over a sub-committee on appeals to Courts of Referees. All three sub-committees will report to the main body at its next meeting.

The National Employment Committee is representative of employer and employee organizations as well as of veterans, women, agriculture and the retail trade. According to present arrangements, it will meet next in Ottawa on December 2, 1947.

* See, "The Problem of the Older Worker," LABOUR GAZETTE, September, 1947, p. 1251.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945, number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of

actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU. B. 111

(24 July. 1946)

Held that a local office of the Commission goes beyond its jurisdiction in permitting an insured person residing within easy access of the local office to file a claim for benefit by mail.

The material facts of the case are as follows:

The claimant, a single girl, aged 24 years, was last employed as a comptometer oper-

ator from November 1 to December 31, 1945, receiving \$118.40 a month.

On March 28, 1946 she registered for employment as a comptometer operator and filed claim for benefit giving as the reason for separation from her employment that she had had an accident and was three months in the hospital.

This statement is confirmed by her employer who stated further that she was unable to return to her work on account of the accident suffered on the 30th of December.

Although the claimant was living in a city where a local office of the Commission was located, she was unable to report to the local office due to her physical disability and her claim was accepted as a postal claim, which procedure is permitted only in the case where local office facilities are not available.

The Insurance Officer disallowed the claim on the grounds that under Section 28 (iii) of the Act the claimant was not capable of and available for work due to her physical disability and that there was no reasonable prospect of her obtaining employment at home which could ordinarily be obtained under a contract of employment.

From this decision the claimant appealed to the Court of Referees on the following grounds:

Owing to the fact that I have my leg in a cast, I can accept only certain types of employment (such as a person who has lost an eye or a hand). But I am available and capable for that type of employment. For example—telephone solicitor position, also sewing, knitting, crocheting for individuals who so desire, or for institutions such as Hospitals, Homes where there is always a great deal of work in that line.

The Court of Referees by a unanimous decision allowed the claim on the grounds that the claimant was capable of and available for work within the meaning of the Unemployment Insurance Act.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the following grounds:

- (1) That the claimant's physical disability as established by the evidence is such as to so restrict the field of possible employment as to render her neither capable of nor available for work within the meaning of Section 28 (iii) of the Act; and
- (2) That the Court of Referees erred in advising that the claimant had fulfilled the third statutory condition.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

The Court of Referees in its decision refers to B-351 of the Insurance Manual which permits persons living at a distance from a local office to file claim for benefit by mail. It should be pointed out that what is contained in the manual is not part of the Act but a guide to the Officers of the Commission in carrying out their functions under the Unemployment Insurance Act.

The case of the claimant is covered by Section 6 (1) (2) of the Benefit Regulations.

The first part of Section 6 definitely states that a claimant shall, as evidence of being unemployed, attend at the local office.

Part (2) of this section was placed in the regulations in order to give facilities for registration and filing of claims to persons who live at a distance and where no local office facilities are available.

Where persons are living within access of a local office, it is necessary to prove capability and availability by attending at the local office and signing a register, at such times and on such days as the Officers of the Commission may deem desirable or necessary, to prove that they are unemployed. This is required by the Act because registration is necessary to prove that a person is unemployed and that he is capable of and available for employment.

It is apparent that at the time the claimant made application for benefit she was confined to her home through physical incapacity and was unable to leave the premises. The local office went beyond its jurisdiction in permitting an insured person residing within easy access of the local office to file claim for benefit by mail.

One of the first tests of capability and availability for employment is registration at the local office. If an insured person claims benefit, in order to prove capability and availability he must be in a position to call at a local office at such times and on such days as the Commission may designate. There is no doubt that in this instance the claimant was not in a position to fulfil this first essential requirement.

The claimant contends that although unable to follow her usual occupation or other types of office work to which she was accustomed, she could perform restricted light duties in the confines of her home. From the claimant's submission it would appear that she was anxious for a very brief period to re-establish herself in a new form of employment either under contract of service or to become self-employed until such time as she could resume

her former employment. In such case the the onus of re-establishment does not rest upon the Commission.

It must be noted that whilst the claimant is deserving of sympathetic consideration, the Unemployment Insurance Act must be applied in accordance with its provisions and the Act does not contemplate the payment of benefit to any person temporarily or permanently disabled and, as already stated, the basic conditions for receipt of benefit are capability of and availability for work.

If the claimant's contentions in this case were to be held as a valid reason for the payment of benefit, it would permit insured persons who are confined to the home but able to sit up in bed and use their hands, to obtain benefit.

In the present instance it would appear that the claimant is not in a position to meet the usually accepted standards of capability and availability within the meaning of the Act.

CU. B. 112

(24 July, 1946)

Held that leaving employment in order to look after personal business cannot be regarded as "good cause" within the meaning of the Act.

The material facts of the case are as follows:

The claimant, married, aged 27 years, voluntarily left his employment where he had been employed from August 13, 1945 until April 6, 1946, giving as his reasons for so doing the necessity of returning to his former home in another part of the country so that he might release his mother-in-law who has been in charge of his home.

On April 18, 1946 he made application for benefit. The Insurance Officer disallowed the claim for benefit for a period of six weeks on the grounds that the claimant had not shown just cause for voluntarily leaving his employment.

From this decision the claimant appealed to a Court of Referees before whom he appeared. By unanimous decision the Court of Referees reversed the decision of the Insurance Officer and allowed the claim.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that the claimant left his employment for personal business reasons and not because of any domestic circumstances requiring him to live at his former home.

DECISION

The Umpire's decision was that the claim should be not allowed and gave as his reasons:

From the evidence and facts before me it appears that the claimant left his home town to reside in another part of the country in order to secure better medical attention for his wife, leaving certain business interests to be looked after by his mother-in-law.

It is further indicated in the submissions that his mother-in-law later decided to move to the United States and, as his wife's health had improved, the claimant decided to return to his home town to look after his business affairs.

Leaving one's employment in order to look after personal business affairs cannot be regarded as "good cause" within the meaning of the Act.

Labour Law

Labour Legislation in Quebec and Saskatchewan in 1947

OUTSTANDING among the legislative changes in Quebec and Saskatchewan were amendments in the Workmen's Compensation Acts and a new Hours of Work Act in Saskatchewan. In both Quebec and Saskatchewan the monthly benefit to a widow in case of a fatal accident was raised from \$40 to \$45. In Saskatchewan, the maximum earnings on which compensation may be based

were increased from \$2,000 to \$2,500, the maximum in Ontario, Quebec and British Columbia.

Hours of work are limited by the Saskatchewan statute, unless time and one-half is paid for overtime, to eight and 44 in cities, in all factories in the Province, and in offices and shops in places of over 500 population.

Quebec

The Quebec Legislature was in session from February 12 to May 10, during which time amendments were made in existing laws dealing with workmen's compensation, minimum wages, professional syndicates and mothers' allowances. An amendment in the Trade Disputes Act gives the Quebec Municipal Commission power to ratify, amend or annul decisions of arbitration boards set up with respect to disputes between municipal or school boards and their employees.

Workmen's Compensation

Amendments in the Workmen's Compensation Act increase the monthly payment in fatal cases from \$40 to \$45 to a widow or invalid husband, from a minimum of \$50 to \$55 to a widow or invalid widower and one child, and from a weekly payment of \$12.50 to a monthly pension of \$65 to the surviving consort and more than one child.

Other amendments raise from \$2,000 to \$2,500 the maximum amount of annual earnings on which compensation may be based and the maximum wages or salary of an employer or director of a corporation who wishes to be insured as a workman under the Act.

These amendments came into force July 1, 1947, but persons who on that date had a right to compensation or who had received a payment on account of an accident which happened previously are entitled to the increased benefits.

Minimum Wages

Amendments in the Minimum Wage Act clarify certain provisions and facilitate its administration.

One amendment makes the Act applicable to employees of an employer whose business or residence is in the Province but who either work in and out of the Province or who live in the Province and work outside it, provided that they are not covered by another Minimum Wage Act when working outside the Province.

The Minimum Wage Commission is authorized to fix not only minimum time or piece-rates, as previously, but also, rates on a commission basis or on the basis of any other remuneration of the worker or on a combination of any of these. Specific power is given to establish a higher rate for overtime and for work done on certain days or periods or hours.

Holidays with pay which may be required under the Act and which are based on length of service are to be calculated according to the period of employment in the same business, without regard to changes of ownership. For not granting an employee a holiday to which he is entitled, an employer is liable to a fine, with costs, equal to twice the holiday pay. The fine must be paid to the Commission which is to remit half to the employee.

The Commission must now submit to the Minister a semi-annual report of its operations, receipts and disbursements instead of the quarterly report previously required.

Another amendment provides that the Commission is to place at the disposal of the conciliation service of the Department of Labour its employees whose services are required by the Minister.

A new section changes from two to six months the maximum period during which a minimum wage order may be totally or partially suspended.

As regards the levy permitted to be made on any class of employers of not more than one per cent of the payroll, a 1947 amendment authorizes the Commission to fix the maximum wage and also the minimum annual wage which are to be subject to the levy. Excepted from the levy are municipal and school corporations, agencies of the Crown, and corporations of trustees of churches, hospitals, charitable, educational or religious institutions. An employer is jointly and severally responsible with a sub-contractor or any intermediary for the payment of levies due to the Commission, as well as for the payment of the proper wage rate. A special time-limit of five years is placed on an action for the recovery of a levy from employers. The ordinary time-limit for civil actions for the recovery of wages is six months.

When a claim for wages is made by the Commission, the employer must make payment to the Commission but this provision is declared not to apply when an action is instituted by the employee himself.

Labour Disputes

MUNICIPAL AND SCHOOL EMPLOYEES

The Trade Disputes Act was amended to add sections relating to disputes between municipal and school corporations and their employees. Another change requires members of a council of arbitration, appointed under the Trade Disputes Act, to be Canadian citizens instead of British subjects. These changes were effected by an Act respecting Municipal and School Corporations and their Employees.

It is stipulated that a council of arbitration dealing with any municipal or school dispute which was not decided on or before April 10, 1947, must consider the corporation's financial standing and ability to meet any further obligations. Since there is provision for an appeal to the Quebec Municipal Commission within 15 days of the award, the council of arbitration may not fix the coming into force of an award before the sixteenth day following the date of the award. If there is an appeal, execution of the award must be suspended until the decision of the Commission has been received.

On appeal, the Quebec Municipal Commission, whose decision is final, after hearing the parties may decide that the council of arbitration has not sufficiently taken into account the financial position of the corporation and may revise, annul or amend the award. Otherwise, it may confirm the council's decision.

The provision in the 1946 Act to Insure the Progress of Education which stipulated that

decisions of arbitration or conciliation committees in disputes between teachers and school boards in cities of 10,000 or more people, must be approved by the Quebec Municipal Commission is repealed, in view of the above. The prohibition of arbitration in the 1946 Act with respect to disputes between teachers and school boards in rural municipalities remains.

Professional Syndicates

Changes in The Professional Syndicates Act include the application of the Act to employers and the requirement that at least 20 persons of any group seeking to form a syndicate must be Canadian citizens. The memorandum of association must set out the nationality as well as the names and addresses of the directors and officers of the association. Only Canadian citizens may be members of the administrative council of a syndicate or be on its staff. Previously, the Act required two-thirds of the members of a syndicate to be British subjects.

Employers may form a syndicate and, in the case of a company, one of its directors, members or employees may be designated to vote in its name at syndicate meetings. Such representatives may be elected members of the administrative council of the syndicate.

The Provincial Secretary may terminate the corporate life of any syndicate, union, federation or confederation if he is satisfied that (a) it has ceased to exercise its corporate powers; (b) its members in good standing who are Canadian citizens number less than 20; or (c) more than one-third of its members are not Canadian citizens.

New sections of the Act stipulate: that the by-laws of a syndicate must indicate the amount of the entrance fee and the annual contribution of the members which, in the case of employees, are to be not less than one dollar and six dollars, respectively, but the by-laws may provide that the assessment may not be required from a member who is unemployed or not employed in his usual occupation; that a member whose assessment is three months in arrears is automatically suspended but the suspension may be lifted without retroactive effect under conditions laid down in the by-laws; new by-laws and amendments must be approved by the Provincial Secretary; and a syndicate must keep a register containing minutes of meetings, names, nationalities, addresses, occupations and date of admission of members, and its receipts and disbursements, assets and liabilities.

Unions and federations of syndicates are granted the right to form confederations. The

by-laws governing an insurance or indemnity fund established by a confederation must be approved by the Provincial Secretary on the recommendation of the Superintendent of Insurance, and the administrative council of the confederation must appoint a committee of at least ten persons to administer the fund.

Technical Education

Amendments in the Specialized Schools Act bring under the Act, in addition to those at present governed by it, any new technical schools and applied arts and trades schools which the Lieutenant-Governor in Council may establish. The director of any new technical school is to have a seat on the Superior Council of Technical Education.

On the authorization of the Lieutenant-Governor in Council the Minister of Social Welfare and of Youth may make agreements with school boards, or municipal or other corporations for the setting up of technical schools, handicraftship training schools, applied arts and trade schools or of any other specialized schools, subject, as regards school boards and municipal corporations, to the approval of the Quebec Municipal Commission.

Municipal Pensions

A revised section of the Cities and Towns Act enables a municipal council to pass a by-law for setting up a retirement pension fund for municipal officers and employees upon conditions set forth in the by-law. Such a by-law would empower the council to grant subsidies for such fund, and, if necessary, to enter into an agreement with a life insurance company or with a corporation or Government issuing annuities; to fix the maximum age of entry; to retain employees' contributions not exceeding five per cent of salaries; and to provide for contributions by the council to permit employees to include their previous years of service, and to borrow sums necessary for such purpose.

The enactment, repeal or amendment of a pension by-law must be approved by the Quebec Municipal Commission and by the Superintendent of Insurance. If such by-law provides for a loan, it must be submitted for the approval of the electors who are property-owners and of the Lieutenant-Governor in Council.

Mothers' Allowances

Amendments in the Needy Mothers' Assistance Act bring under the Act a mother who has with her a child under 19 unable to work because of mental or physical disability or a

step-son or step-daughter of whom she has the charge and care. Previously, the Act applied only to a mother who had residing with her at least one legitimate child under 16. The right to an allowance is extended, also to the wife of a man held in prison or other place of detention for 12 months or more.

An applicant must be a Canadian citizen by birth or of at least 15 years standing or the wife or widow of a Canadian citizen. Previously, an applicant was required to be a British subject or the wife or widow of a British subject. The period during which a needy mother must have been domiciled in the Province before application is reduced from seven to five years. She must have actually resided there for 1095 days during such period instead of 1825 days, as before. She must also give reasonable guarantees of her good conduct as well as her ability to care properly for her children.

Payment of an allowance is to continue to the last day of the month during which a beneficiary ceases to be eligible, and, in the case of a child who becomes 16 and is still in school, to the end of the current school year.

A final amendment empowers the Lieutenant-Governor in Council to make regulations authorizing the Old Age Pension Commission, which administers the Act, to grant allowances in special cases not covered by the Act in which, after investigation, it is deemed fair and just to do so.

Miscellaneous

An Act to contribute to the success of credit unions authorizes the Lieutenant-Governor in Council to grant, on conditions he may determine, to any federation of people's savings banks commonly called "Caisses Populaires Desjardins" formed under the Quebec Co-operative Syndicates Act, or to any group of such federations, annual subsidies not exceeding a total of \$90,000 during a period of three years.

An Act to encourage the establishment of physicians in country districts provides for the expenditure by the Government out of the Consolidated Revenue Fund of one million dollars over a period of ten years. Scholarships not exceeding \$600 a year will be granted to medical students, recommended by the council of a faculty of medicine of a University in the Province, who undertake to practice, after graduation, in rural districts, and allowances will be given, too, to other doctors, members of the College of Physicians and Surgeons of the Province of Quebec, who agree to settle in country districts.

Resolution

A motion of April 23 urging the Government to amend the Workmen's Compensation Act to entitle every worker suffering from tubercular lung infection after being employed in mining for at least five years to the benefits of the Act was amended and adopted. As amended, it recommended that the Govern-

ment continue making all reasonable improvements so that workmen who are employed in mining industries in the Province and who contract silicosis, amiantosis, tuberculosis of the lungs or other similar diseases, due to the nature of the work, might profit by all the benefits granted under the Workmen's Compensation Act.

Saskatchewan

The Saskatchewan Legislature, in session from January 30 to April 1, enacted, in addition to the new Hours of Work Act, amendments in the laws relating to collective bargaining, workmen's compensation, minimum wages, annual holidays, industrial standards, licensing and steam boilers.

Hours of Work

The Saskatchewan Hours of Work Act, in effect July 1, the first enactment of its kind in the Province, restricts working hours to eight in a day and 44 in a week unless time and one-half is payable for all time worked beyond those limits. The Act stipulates that take-home pay cannot be reduced.

It should be noted that the Saskatchewan Factories Act limits weekly hours of women and of boys under 18 in factories to 48, but permits the factory inspector to allow hours up to 12½ in a day and 72½ in a week on not more than 36 days in a year to make up for time lost in case of accident to the motive power or machinery or in accordance with any custom or exigency of the trade.

The Hours of Work Act applies to all workers employed in or within a five-mile radius of any city, to employees in all factories in the Province, and to workers in shops and offices in the towns or villages which are covered by Minimum Wage Orders. Not included as "factories" are creameries, grain elevators, garages, blacksmith shops or machine shops used chiefly for the repair or servicing of farm machinery. "Shops" include barber shops, beauty parlours, and dry cleaning or dyeing establishments.

Exempted from the Act are: workers employed in farming, ranching or market gardening, domestic service, undertakings where only the employer's family is employed, janitors or caretakers, persons whose duties require them to travel regularly to two or more cities, towns or villages at least ten miles apart, those with managerial duties, and workers to whom the Fire Departments Platoon Act, 1947, applies.

As regards earnings, the Act provides that, where the previously established weekly hours exceeded 44, the employer must not, within a

year after the coming into force of the Act, reduce wage-rates which are paid on a weekly, fortnightly, semi-monthly, monthly or yearly basis or any other rate calculated with reference to a period of time worked, except an hourly or daily rate. Hourly, daily, and piece-rates or any other rates not referred to above must be increased in the same proportion as the hours are reduced, but not by more than 25 per cent. The increased rate must not be reduced within 12 months. An increased rate must be established at the nearest cent, except where by established practice the rates paid are fixed at the nearest half cent.

Certain variations from the legal limits may be allowed. To permit a five-day week, nine hours may be worked on some days without payment of time and one-half in cases where the employer and a majority of his employees agree on the arrangement and the Minister approves it, but the work-week must not exceed 44 hours.

Shift-workers may be required to work more than eight hours in a day or 44 in a week without payment of time and one-half, provided permission is obtained from the Minister, but, unless overtime is paid, the average number of hours worked over a prescribed period must not exceed eight and 44.

The Lieutenant-Governor in Council, on the recommendation of any municipal council or without such recommendation, may subject to such conditions as he may prescribe regarding the averaging of hours over any period, exempt any specified industry, business, occupation or undertaking from the Act or any of its provisions for any period of time or season he may consider necessary or expedient.

The Act is not to affect any more favourable provision contained in any Act, agreement or contract of service, but it is to supersede any less favourable provision. Agreements depriving workers of the benefits of the Act are forbidden.

Employers of three or more employees to whom the Act applies must keep posted in a conspicuous place any prescribed abstract of the Act or regulations and a notice of the hours at which work, or each shift, begins and ends and at which meal intervals begin and

end. The eight and 44-hour limits set by the Act do not include any intervals for meals if notice to this effect is posted and if the worker is not at the employer's disposal during such intervals.

Employers are required to keep records showing the name and address of each worker, hours at which he begins and ends work in each day and at which meal intervals begin and end, the total number of daily and weekly hours worked, his regular wage-rate and the total wages paid for each week or other pay period. Such records may be incorporated with any other record of wages and hours required under any other Act. Records may be inspected by the Minister or any person authorized by him, and an employer may be required to verify entries on oath and any person may be required to supply any further information.

The Minister is authorized to investigate any alleged partnership, association or scheme which he considers is being used to defeat the purpose of the Act, and may, by order, declare persons engaged in such partnership or scheme to be within the scope of the Act.

The Act forbids any employer to discharge, threaten to discharge, or to discriminate against a worker who gives evidence in any proceeding under the Act or who furnishes information on wages or hours to the Minister or his representative. No employer may require a worker to return to him, or accept, the whole or any part of any wages paid to the worker under the Act or regulations.

Power to determine the amount of unpaid wages which are due to any person under the Act is given to an authorized representative of the Minister and if the amount is agreed to in writing by both employer and employee, the employer must within two days pay it to the Deputy Minister of Labour thus freeing himself of further liability. The Deputy Minister must immediately pay the money received to the worker but if he is unable to find the worker and the money is not claimed within two years, it must, upon order of the Deputy Minister, be paid into the consolidated fund.

Authority is given the Lieutenant-Governor in Council to make regulations under the Act.

For failure to comply with any provision of the Act or of any regulation under it, or for making false or misleading statements to the Minister or his representative or for interfering with or obstructing him in the exercise of any power conferred by the Act or regulations the penalty for a first offence is a fine ranging from \$25 to \$100, or, in default of payment, imprisonment for from 10 to 30 days, and for each subsequent offence, a fine of from \$50 to \$200 or imprisonment for not less than 30 days and not more than 90.

On convicting an employer of failure to pay the wages required, the magistrate, in addition to imposing a fine, must order their prompt payment to him for transmitting to the employee. If the employer fails to pay any money under such an order he may be imprisoned for a further term of from 30 to 90 days.

Collective Bargaining

GENERAL

The changes made in the Trade Union Act, 1944, became effective on April 15, except in two cases.

These two amendments are a result of legal proceedings involving the Labour Relations Board (L.G. Sept., 1947, p. 1341). An application to enforce a Board order may now be made to the court not only by the union affected but also by the Board or by any interested person. The court is to be bound by the findings of the Board and must make the necessary orders to cause the party concerned to comply with the Board order. This section came into effect April 1, and is to be deemed to have always been in force. A further amendment, effective on Proclamation, provides that the Board may in its own name appeal from any court decision affecting any of its orders.

An amendment dealing with dismissal for union activity declares that the discharge by an employer or employer's agent of "an employee", rather than "a member of a trade union" will be presumed to be an unfair labour practice unless the contrary is shown. Unfair labour practices on the part of employees have been extended to cover the *commencing* to take part in or persuading any employee to *commence* to take part in a strike while an application is pending before the Labour Relations Board. An application is deemed to be pending before the Board from the day on which it is first considered at a formal Board meeting to the day on which a decision is reached, and before a conciliation board from the day on which a conciliation board is established until its report is received by the Minister.

A new section provides that Board orders or any consent of the Board purporting to be signed by its chairman or vice-chairman or other member may be deemed to be authorized by the Board unless proved otherwise.

For failure to comply with a Board order, an individual is subject to a fine of \$10 a day and a corporation to a fine of \$25 a day, in addition to any other penalty imposed by the Act.

A final amendment enables the Lieutenant-Governor in Council to declare any Dominion Labour Relations Act or order applicable, in

place of the Trade Union Act, within the Province in connection with any work, undertaking or business, and permits the Minister, with the Government's approval, to enter into an agreement with the Minister of Labour of Canada for the joint administration within the Province of such Act or order.

PUBLIC SERVICE

Collective bargaining within the meaning of the Trade Union Act, 1944, is provided for by the Public Service Act, 1947. The basic pay structure of the public service is to form the basis of collective bargaining.

On behalf of the Crown, a member of the Executive Council, named by the Lieutenant-Governor in Council for the purpose, may enter into a collective bargaining agreement with a trade union representing a majority of the employees in any unit of employees in the public service which has been determined to be an appropriate unit for collective bargaining.

"Public Service" is defined to cover all persons employed by Government agencies. Crown corporations, the Department of Telephones and Telegraphs, the Saskatchewan Power Commission, the Liquor Board and the Workmen's Compensation Board are excluded.

Regulations made by the Public Service Commission may be submitted, in draft form, to any trade union representing employees in the public service. The Chairman of the Commission is directed to report to the Government at least once a year upon the degree to which uniformity of treatment of employees in the public service has been attained, under the provisions of collective agreements or otherwise, with respect to pay, hours of work, working conditions and other conditions of employment.

A permanent employee not within the scope of a collective agreement who is dismissed or demoted may appeal to the Commission within 30 days; where such a worker is within the scope of an agreement, his appeal is governed by the provisions of the collective agreement.

Workmen's Compensation

Certain benefits under the Workmen's Compensation (Accident Fund) Act were increased from July 1. Where a worker is killed as a result of an accident, the minimum monthly payment for a widow or invalid husband without children is now \$45 a month instead of \$40, to a widow with one child \$57 a month, and with two or more children \$65 a month. A new section permits compensation to be paid, at the discretion of the Board, if there is no widow, to the common-law wife of a deceased workman who was maintained

by him for seven years and by whom he had one or more children, whether or not such child or children are living at the time of the workman's death.

Other changes prohibit a suit by an employer or a workman of an employer against a workman of an employer within the collective liability system, and provide that "medical aid" may include treatment by any person licensed under provincial law to practise any of the healing arts if the Board has given written approval for such treatment.

An amendment in the Blind Workmen's Compensation Act, 1945, gives the Canadian Federation of the Blind equal jurisdiction with the Canadian National Institute for the Blind as to the proper placing and the nature of the work of blind workmen. As before, on the recommendation of the Workmen's Compensation Board, the Government may designate any other organization for this purpose.

Minimum Wages

PUBLIC HOLIDAYS

Amendments in the Minimum Wage Act, in force by Proclamation on May 12, give the Minimum Wage Board power to require pay for public holidays. The change was made in the Act following a Regina Magistrate's decision that the Board had no authority to require payment when no work was done. The Board, now, may, by Order, determine what days will be public holidays and may fix the minimum wage to be paid when employees do not work and the minimum wage payable for work done on such holiday. (For Orders, see L.G. 1947, p. 1026).

WAGE ORDERS

As re-worded, the section setting out the Board's power to make regulations, subject to approval of the Lieutenant-Governor in Council, provide that such orders may: define classes of employment; determine, subject to the Factories Act and the Hours of Work Act, 1947, what employees in any class of employment are full-time employees and fix a minimum wage for such workers; determine what employees are part-time employees, limit the number of part-time workers in any establishment and fix their minimum wage; determine, subject to the Hours of Work Act, the daily or weekly hours which are to be counted as overtime and fix an overtime rate; fix the period within which daily hours must be confined; fix the minimum period to be allowed for meals; fix the maximum price which an employer may charge for board and lodging or the maximum deduction from wages permitted; and fix the minimum age

for employment in any industry, business, trade or occupation.

Section 7 of the Act, in force by Proclamation on June 2, provided that all existing minimum wage orders should be rescinded within 30 days after the section came into force. These were rescinded and replaced by new orders effective on June 30. (L.G. 1947, p. 1026).

A new section stipulates that every provision in a Board order, unless specifically declared not to apply, is to apply to every worker in any establishment in the area or areas covered by the order irrespective of the basis on which the worker is paid.

On the recommendation of the chairman of the Board, the Minister may issue special licences to handicapped employees, learners or apprentices authorizing the employment of the licensee under the conditions prescribed in the licence.

Another amendment requires an employer convicted of paying less than the minimum rate to pay the difference between the amount paid and that to which the worker was entitled to the convicting magistrate or justice of the peace instead of to the Deputy Minister of Labour.

To the section of the Act providing that an authorized representative of the Minister may determine the amount of the minimum wage not paid by an employer to an employee, and if the amount is paid by the employer to the Deputy Minister within two days, the employer is not liable for prosecution are added sections identical to those in the Hours of Work and Annual Holidays Acts requiring the Deputy Minister to keep records of all money paid to him by employers under the above provision and directing that money unclaimed for two years by the employee concerned is to be paid into the consolidated fund.

Payment of Wages

The Workmen's Wage Act which provides for the method and time of payment of wages and for recovery of unpaid wages was amended as to the schedule describing the persons to whom the Act applies by replacing the words, "Persons employed at a daily or weekly wage in any shop or store or in any establishment which comes under the Factories Act" by "Persons employed at an hourly, daily or weekly wage in any establishment or undertaking which comes under the Factories Act or the Minimum Wage Act."

Holidays with Pay

"Employer" in the Annual Holidays Act, 1944, is amended, to replace "or" by "and"

in linking the two dependent clauses: "Employer" means any person, firm or corporation, including an agent, manager, representative, contractor, sub-contractor or principal, who either has control over one or more employees or is responsible for the payment of wages to one or more employees. This amended definition also appears in the Hours of Work and Minimum Wage Acts.

There are new sections concerning unpaid wages which are similar to those in the Hours of Work and Minimum Wage Acts. The amount of the average wage which an employer has failed to pay a worker under the Holidays Act may be determined by the Minister's representative.

Industrial Standards

Slight amendments were made in the Industrial Standards Act. It is now stated that the Minister must, before approving a schedule, be satisfied that it is agreed to by a majority of the employees affected and "one or more" employers representing a major portion of the particular industry. The quoted words were added.

A second amendment stipulates that any provision concerning wages, hours or other working conditions contained in a schedule is to be superseded by any more favourable provision in the Minimum Wage Act or in any other Acts, orders or regulations.

Vocational Education

The Vocational Education Act was amended with regard to the membership of the Vocational Education Committee, two members of which the Act previously stipulated were to be nominated by "such local organizations as the board may determine". These members are now to be nominated by recognized labour organizations at the request of the board of trustees, and in case of dispute the Department of Education is to have exclusive power to determine whether any specified organization is a recognized labour organization.

An amendment in the School Grants Act provides for grants to school districts maintaining high school rooms devoted solely to vocational or technical instruction of one dollar per teaching day for every such room.

Licensing of Electricians

New provisions are directed to administrative changes in connection with the Electrical Inspection and Licensing Act. The appointment of a Director of Electrical Inspection and Licensing is provided for, also a deputy director, inspectors, including a chief electrical inspector, and such officers and clerks as are

necessary for the carrying out of the Act. Previously, inspectors, including a chief inspector, appointed by the Saskatchewan Power Commission were responsible for the enforcement of the Act and regulations. "Commission" is now struck out wherever it appears in the Act and replaced by "Director".

The Director is to foster public safety by establishing proper standards of material and workmanship with respect to distribution systems, installation and operation of electrical apparatus and the work of electrical wiring. Inspectors are to be qualified electricians.

The section defining terms used in the Act was revised and a definition of "employer of electricians" added. The term covers persons who employ one or more journeymen electricians whether employed in the business of the employer or on the staff of the owner or occupant, in a municipal, provincial or federal building or plant, an assembly or public building, apartment, commercial, industrial, institutional, storage and mixed occupancy buildings, a radio broadcasting station, mine, quarry or travelling show, a railway, express or telegraph company's building or plant, or in any premises designated by the Lieutenant-Governor in Council. An "electrician" means a journeyman electrician or electrician employed on the staff of the owner or occupant in any of the premises mentioned above who takes charge of the operation or maintenance of the electrical installation, machinery, appliances or equipment or the repair and alteration of wiring.

Another amendment stipulates that no person may advertise himself as operating, or engage in the business of, a supply house unless he holds a licence to do so.

Steam Boilers

Amendments made in the Steam Boilers Act, effective May 1, provide for regulations concerning, specifically, liquefied petroleum gas plants as well as for boilers, pressure vessels and refrigeration plants.

The Lieutenant-Governor in Council may make regulations prescribing conditions respecting the design, construction, registration, testing, installation, and governing the classification of, boilers and pressure vessels, and prescribing the fees to be paid for such service; and also regulations governing the inspection and registration, construction, operation and maintenance of liquefied petroleum gas plants, in addition to refrigeration plants, oxyacetylene plants and pressure vessels, as formerly. (See p. 1499).

It is forbidden to do welding or for any person, firm or corporation to employ a person to do welding in the construction,

alteration or repair of a boiler or pressure vessel except in accordance with the regulations which the Lieutenant-Governor in Council is authorized to make. Such regulations may require the registration of every person, firm or corporation employing welders to work on boilers or pressure vessels and of every welder so employed; govern the welding methods to be employed and provide for the recording of the welding procedure in use by registered welders; prescribe qualifications, tests, frequency and conduct of tests, and the fees to be paid; and provide penalties for breach of the regulations.

Certificates provided for include interim, provisional and final certificates issued to engineers, and certificates valid for one year from date of issue or permanent certificates for firemen.

A revised section setting out the duties of the owner of a boiler or steam plant prohibits him from operating a boiler or steam plant, other than a low pressure boiler of less than 20 h.p., unless a certificated engineer or fireman is responsible for its operation and in constant attendance, and from requiring an engineer or fireman to perform any unrelated duties which, in the inspector's opinion, interfere with the safe operation of the boiler or plant.

Provisos are added that a boiler with a banked fire may be left unattended if such engineer or fireman is available on call at all times, and that a low pressure steam heating boiler under 50 h.p. which is equipped with an approved automatic control device may be left unattended for not more than 10 consecutive hours if the safety valve is set to relieve at not more than 15 pounds per square inch and if both automatic control device and safety valve are tested daily. Further requirements are set out respecting the installation of the automatic control device, inspection of the boiler by the inspector, repairs, and returns required to be submitted to the Minister. The owner must pay the prescribed fee for the inspection of a boiler which has been condemned and a fine of \$50 may be imposed for operating a boiler which has been declared unsafe or condemned.

Where an engineer or fireman for one or more years has not applied for re-registration of his final or permanent certificate, as required by the Act, he must pay, in addition to the prescribed fee for the current year, the sum of all fees owing for re-registration in previous years, before his certificate may be re-registered. If he fails for five consecutive years after May 1, 1946, to apply for re-registration, the Minister may cancel his certificate. Any engineer or fireman who operates or assists in operating a boiler or steam plant without holding a subsisting

certificate of re-registration is subject on summary conviction to a fine of not less than \$5 and not more than \$50. The same penalty is laid down for the operation of any boiler, other than a low pressure boiler under 20 h.p., without a certificate or permit and a certificate of re-registration where such is required by the Act.

A fireman's certificate now enables a fireman to operate any boiler, instead of one exceeding 40 h.p., as formerly.

Fire-Departments

A new Fire-Departments Platoon Act revises and consolidates the earlier Act and amendments. Officers and employees of fire-departments in cities in which the three-platoon system is in operation are entitled to a weekly rest of at least 24 consecutive hours, and no part of the hours off duty at the changing of platoons is to be included in such period of rest. Previously, such employees were entitled to whatever periods of rest were prescribed by by-law.

Civil Rights

Designed to prevent discrimination on racial or religious grounds, the Saskatchewan Bill of Rights, in force on May 1, declares the right of "every person and every class of persons" to enjoy freedom of conscience, belief and religious association; freedom of speech; freedom of association; freedom from arbitrary arrest and imprisonment and freedom for qualified voters to vote. It limits the life of a Legislative Assembly to five years.

Discrimination on grounds of race, creed, religion, colour or national origin is forbidden against persons with respect to employment, the conduct of any occupation or business under the law, the purchase, rental or use of property, access to public places, membership in a professional, trade union or other occupational organization, and to education. Excepted from these provisions are religious or educational institutions where a particular creed or religion is taught and domestic service or employment involving a personal relationship.

The Act also prohibits, without restricting the right to freedom of speech, the publication or display of any notice, symbol or other representation tending to cause racial or religious discrimination.

Fines ranging from \$25 to \$200, and, in default of payment, imprisonment for not more than three months are provided for offences against the Act.

Except as expressly provided, nothing in the Act is to be construed as taking away

from any person any right, freedom or liberty to which he is entitled under the law.

Hospitalization and Health Services

Beneficiaries under the Hospitalization Act, 1946, as amended in 1947, are declared to be eligible for hospital services during 1947 or any succeeding year, if they are registered, have resided in Saskatchewan for the previous six months, and have paid the current tax as well as all arrears. From September 24, 1946, however, the Government may reduce the six months' residence requirement for any class of persons. Another amendment, in effect from the same date, permits the Lieutenant-Governor in Council to exempt any class of persons from part of the taxation and part of the benefits, or from either, as well as from taxation or from benefits, or from taxation and benefits, as originally provided in the Act. He may also provide for a graduated scale of payment on behalf of the members of a family provided the levy for any family does not exceed \$30.

Subject to certain exceptions, Saskatchewan residents 16 or over who are self-supporting are liable for the annual tax to be paid by or on behalf of each beneficiary. The original Act fixed 21 as the minimum age, or less in the case of self-supporting persons living apart from their parents. Any person designated by the Government may pay the tax and thereupon is then eligible for benefits as prescribed by the Government.

Subject to the regulations, the Health Services Planning Commission may make provision for payment for hospital services rendered to beneficiaries under the Act by nursing homes as well as hospitals outside the Province.

An amendment in the Health Services Act, 1946, reduces from \$60 to \$40 the total personal tax that may be collected from a family, consisting of father, mother and dependants under 21, for the financing of health services.

Social Aid

The Social Aid Act, 1947, is a revision of a 1944 Act. The Act, which enables municipal councils to grant aid, medical and hospital care to indigent persons, changes the definition of "residence" for the purposes of the Act to provide that every single adult or adult head of a family is to be deemed to reside in the municipality in which he has most recently lived for at least a year, without having received "public assistance" during that period. "Municipality" includes a local improvement district. Where a resident of one municipality moves to another municipality, and has

received "public assistance" at any time within three months before moving or within three months from the date of arrival in the other municipality, he is not to be deemed a resident of the latter until he has resided there for two years.

"Public assistance" includes old age and blind persons' pensions; mothers' allowances; general, poor, indigent and unemployment relief; war veterans' allowance and war veterans' employment assistance, except pensions and superannuation; aid granted under the Child Welfare Act; dependants' allowances paid by the Department of National Defence to relatives of members of the Armed Forces; and financial aid granted to a needy person by a private agency designated by the Social Welfare Board. A former member of the Armed Forces is deemed to be a resident of the municipality in which he resided before enlisting until he has gained residence elsewhere.

Co-operation

Several amendments were made in the Credit Union Act. Credit unions are now permitted to accept deposits from Saskatchewan Co-operative Credit Society Limited and to become a member in Saskatchewan Co-operative Superannuation Society or other organization formed to set up associations or trusts calculated to grant benefits and allowances to members and employees of a credit union.

Other new sections empower the directors to determine the maximum individual and aggregate loans which may be made by a credit union to its members for terms of over three years provided that the total of all outstanding loans does not exceed 20 per cent of combined paid-up capital and deposits; provide for the disposal of a surplus if a credit union is dissolved; and provide for payment to the estate of a deceased credit union member whose shares and deposits do not exceed \$500.

Changes in the Co-operative Associations Act add to the purposes for which associations

may be incorporated that of operating a cold storage plant or cannery, and permit an association to become a member of, deposit money in, loan to, or borrow from, a credit union incorporated under the Credit Union Act or of Saskatchewan Co-operative Credit Society Limited. Other revised sections deal with certain credit transactions, dissolution of an association and with the formation of a federation of associations.

Resolutions

A resolution adopted on March 4 urged amendment of the British North America Act to vest in the Parliament of Canada jurisdiction to enact legislation establishing national minimum labour standards relating to wages, hours of labour, holidays, age for employment, and other labour matters and to give the Parliament of Canada exclusive power to enact legislation relating to trade unions, collective bargaining, unfair labour practices and the settlement of labour disputes, and upon the coming into force of such amendment, to enact laws establishing minimum labour standards throughout Canada at least as high as those of Saskatchewan or as any more effective standards which might be established elsewhere in Canada.

A motion of the same date, agreed to unanimously, urged the Dominion Government to implement the social security measures presented to the Dominion-Provincial Conference, August, 1945, in those provinces which have signed tax agreements with the Dominion Government.

On March 11 a resolution was passed recommending that the Dominion Government amend the Railway Act to provide that, with respect to any railway retirement or pension plan, railway employees should not be deprived of benefits to which they would otherwise be entitled because of leave of absence, suspension, dismissal followed by reinstatement, temporary lay-off on account of reduction of staff or absence due to an industrial dispute, strike or lockout.

Recent Regulations under Dominion and Provincial Legislation

CHANGES in the regulations under the Dominion Old Age Pensions Act are summarized.

Saskatchewan has made new regulations to ensure safe methods of handling and distributing liquefied petroleum gas, and to prevent accidents in garages and motor-vehicle-repair shops.

Other provincial regulations provide for hospitalization and treatment services to old age and blind pensioners and recipients of mothers' allowances in Alberta, and for more liberal unemployment relief, old age pensions and mothers' allowances in Ontario.

Dominion

Old Age Pensions

Restrictions concerning proof of age, residence and calculation of income of applicants for pension were relaxed by new regulations under the Old Age Pensions Act (Canada) approved by Order in Council (P.C. 1732) of May 1, gazetted May 15.

As regards age, an applicant must have reached 69 years and six months instead of 69 years and nine months, as previously. He must produce a certificate of birth or of baptism, or, if neither is obtainable, any other documentary evidence from which his age may be determined. Failing this, the pension authority must try to obtain the information from other sources, or, as a last resort, take into account such evidence as it has been able to obtain.

Eligibility as to marital status may be established by marriage certificate or such other evidence as the pension authority considers satisfactory.

With regard to residence, the pension authority is permitted to take into account a statutory declaration made by any reliable and disinterested person other than the applicant. Additions were made to the list of temporary absences which are considered residence in Canada if the applicant returns to Canada where he has maintained a self-contained domestic establishment. Added are: seasonal employment such as lumbering or harvesting for not more than six months in a year; employment by a Canadian firm or corporation; employment by the United Nations or one of its agencies; and missionary work. The earlier

regulations (L.G. 1938, p. 286) provided for absences due to employment on ships, fishing boats, on trains running out of Canada operated by a railway company with its head office in Canada, employment by the Government of Canada or of a province, and service in connection with the war.

In calculating the income which a pensioner may have and still be eligible for a pension, eight types of income are to be disregarded. These are: mothers' allowances, family allowances, cost-of-living or supplemental allowances paid by a province to old age or blind pensioners, assigned pay of a member of the Armed Forces on active service, direct relief provided by municipality or province, if approved by the pension authority, small casual gifts, contributions other than for ordinary maintenance to pensioners who require special care, and an amount received by a blind pensioner for the purpose of hiring a guide.

Obtaining, or aiding another to obtain, a pension to which a person is not entitled renders him liable to a fine of not over \$50 or to imprisonment for not more than three months, or to both fine and imprisonment.

Changes were also made with respect to the method of assessing the income value of real or personal property which a pensioner may have and still be eligible for a pension.

These Dominion regulations have been adopted as regulations under the Alberta and British Columbia Acts. In Alberta this was done by O.C. 461-47, gazetted June 14, and in British Columbia they were gazetted on May 15.

Provincial

Alberta Bureau of Public Welfare Act

Old age and blind pensioners and recipients of mothers' allowances and their dependents, as shown on the monthly report issued by the Department of Public Welfare, are entitled to hospitalization and treatment services under the Act by regulations of June 26, approved by Order in Council on June 27 (O.C. 654-47) and gazetted July 15.

"Dependent" means the spouse of a pensioner and children under 18 who are maintained by the pensioner. "Treatment services" includes treatment by medical doctors and by persons other than medical doctors on a doctor's written recommendation and with the approval of the Director of Medical and Hospital Services; special services while in hospital when prescribed by the attending physician;

dental care except the provision of new dentures; and the provision of glasses when prescribed, if approved by the Director.

Hospitalization is to be provided as long as it is recommended by the patient's physician and authorized by the Director.

The Director may continue to provide hospitalization and treatment services to a pensioner or dependent whose name has been removed from the report until the end of the calendar month in which the report is received, and may pay for the completion of any service which has been authorized.

Alberta Trade Schools Regulation Act

Regulations covering all trade schools under this Act as well as beauty culture, hair-dressing and barbering schools were revised, approved

by Order in Council on April 15 and gazetted June 14. Earlier regulations (L.G., 1941, p. 959) are repealed. The more important changes are noted below.

Total fees for registration may not exceed \$250. The fee for one course only is to be \$50, with \$10 for each additional course.

When a person drops a course, the operator of the school is forbidden to retain any money paid for fees except an amount proportionate to the part of the course already supplied plus the sum of \$5, or 10 per cent of the amount remaining due on the contract, whichever is greater. Security which must be provided by the operator of a school for the performance of contracts continues to be \$1,000, in the form of a bond of a bonding company authorized to do business in Alberta. The Minister may call upon the bonding company to make good any fees which the operator of the school has failed to repay.

Previously, a student giving one month's notice of discontinuance had to be given back all fees paid in advance except 25 per cent of the total fees for the full course and the proportion of fees payable for the months of instruction received to the date of expiry of the notice.

An instructor in a trade designated under the Tradesmen's Qualification Act must have four years' practical experience in the trade and must hold the highest certificate issued under that Act or under the Welding Act for the trade he proposes to teach. In barbering and beauty culture schools, there must be a full-time instructor for each 20 pupils enrolled. In the latter trade it is stipulated that the eight-months' course of instruction required is to comprise 1400 hours.

Except with the Minister's approval, no person under 16 may be admitted to any course.

The number of students enrolled in any trade school must not exceed the number certified to by the Medical Health Officer and the Fire Chief of the locality in which the school is situated.

Ontario Mothers' Allowances Act

Maximum allowances which may be granted under the above Act are set out by new regulations issued on September 23 and gazetted September 27. These may be: \$42 a month to a mother with one dependent child and \$6 for each additional child; a further sum not over \$10 a month where the need is apparent to the Mothers' Allowances Commission; the cost of medical services provided under agreement between the Minister of

Welfare and the Ontario Medical Association; and a monthly fuel allowance based on the price of coke and varying with type of residence and number of rooms.

For the care of orphan children, foster-mothers may be paid a maximum allowance of \$24 a month for one child, \$48 for two children and \$6 a month for each additional child. Cost of medical services may be provided, as above.

Ontario Old Age Pensions Act

A cost-of-living bonus not exceeding \$10 a month and to be based on need is provided for unmarried old-age pensioners, including widows, widowers and divorced persons by an Order (O. Reg. 141/47) gazetted August 23. The new regulations amend those (O. Reg. 67/47) of May 15, gazetted May 31, which authorized the payment of old age pensions in Ontario to the persons and under the conditions specified in any Dominion Act or regulations. Where a pensioner and non-pensioner spouse are living together, the pensioner is to be deemed unmarried. Where two pensioners are a married couple living together, the bonus is payable to each but not to pensioners living in homes for the aged or in charitable institutions.

Where a pensioner pays more than \$10 a month for shelter, or more than \$25 a month for board and lodging, the excess up to \$10 in either case is to be paid as cost-of-living bonus.

The Commission may, by unanimous decision, pay the bonus to meet cases of exceptional need, of which the circumstances have been set forth in a written application and confirmed by a written report of an investigator.

A pensioner whose income is such as to make him eligible only for part of a pension, or one whose liquid assets exceed \$250, is not entitled to the bonus, except in cases of exceptional need. If his income exclusive of pension is under \$120 a year, he may be paid a monthly amount, including the bonus paid for shelter or board and lodging, so that his total income, with the pension, is \$480 a year.

Another provision, in effect from May 1 on proclamation on September 9 of the Old Age Pensions Act (Canada) 1947, stipulates that a pensioner residing in a Canadian province other than Ontario is not to receive a cost-of-living bonus if the province does not pay any additional amount over the \$30 a month pension to which the Dominion contributes, but, in any province which pays a supplemental allowance, he must be paid a bonus.

not to exceed the amount of the supplemental allowance.

Ontario Unemployment Relief Act, 1935

Regulations under this Act governing the granting of relief allowances by municipalities were amended by an Order (O. Reg. 122/47) made on July 4 and gazetted August 9 to increase the maximum amount payable weekly for food per person according to age and to add a new section permitting a monthly allowance to be paid, at the discretion of the Municipal Relief Administrator, for certain common household sundries. The allowance may be \$1 for a family up to three persons, \$2 for more than four to seven persons, and \$3 for more than seven persons.

Saskatchewan Factories Act

SAFETY IN MOTOR-VEHICLE-REPAIR SHOPS

Safety regulation for garages, automobile service stations and motor-vehicle-repair shops, including rules with respect to ventilation, working under motor-vehicles, spray painting, battery repair, guarding of machinery and eye protection, have been made under sec. 63 of the Factories Act which empowers the Lieutenant-Governor in Council to make regulations for the prevention of accidents in factories. The regulations were approved by Order in Council (O.C. 1359/47) on August 27 and gazetted September 5.

No worker may work under a motor vehicle or elevated dump truck unless it is resting normally on the floor, upon a rack or substantial rests. Jacks, chain blocks or similar apparatus must not be solely depended upon and use must be made of any safety device provided with a hoist by the manufacturer.

As regards ventilation, in any enclosed premises occupying an area of 1,500 square feet or more, exclusive of office space, the employer must instal a mechanical ventilation system capable of changing the air at least three times an hour, or more often if the inspector so directs in writing. In smaller premises, or where the floor space is divided into stalls with separate outside doors, the provision of such equipment is left to the discretion of the inspector. Discharge pipes must be placed so that air discharged cannot re-enter the building or enter any other building. Adequate heating equipment must also be provided.

The engine of a motor vehicle may not be operated inside any premises covered by the regulations unless a flexible tube properly connected with the exhaust pipe leads outside the building.

Where spray painting is being carried on, a separate ventilating fan must be furnished, and the operator must wear a respirator. If more painting is done than can be performed by one spray gun operating for an hour a day, it must be done in a separate enclosed booth. No open flames or other source of ignition may be permitted near spray-painting operations.

Batteries must be repaired in a well-ventilated place, and in cleaning the floors of such rooms or premises care must be taken not to scatter lead dust in the air. Any person handling battery plates must take care to prevent lead dust or particles from being inhaled or swallowed.

All dangerous parts of machinery, including gearing, pulleys, belting and shafting, and all grinding wheels must be securely guarded. No person may remove or make ineffective any guard, safety appliance or device attached to any such machinery or grinding wheels except to make repairs or adjustments, and he must immediately afterwards replace the guard.

Suitable goggles or other eye protection must be supplied by employers and used by workers when engaged in welding, operating grinding wheels, buffers or sanders, or cutting or chipping metal.

Tools, jacks, hoists and other servicing equipment must be kept in good repair. Tool handles must be of sound material and securely fastened. A suitable vice must be used with all power drills. The use of hammers, chisels, punches and other similar tools having burrs or mushroom heads is prohibited.

Saskatchewan Steam Boilers Act

SAFE HANDLING OF LIQUEFIED PETROLEUM GAS

Minimum standards of safety in the handling, storing and distributing of liquefied petroleum gas are laid down in new regulations approved by Order in Council on August 27 (O.C. 1362/47) and gazetted September 5. The first of their kind in Canada, the regulations are based on information drawn from a variety of sources.

The regulations cover all pressure vessels, portable cylinders, storage and transport tanks, and other pressure containers and equipment and distributing plants connected with liquefied petroleum gas.

All distributors of liquefied petroleum gas must be registered, for which the fee is \$15, with an additional amount in proportion to the number of installations serviced.

Every installation other than a portable cylinder must be inspected at least once in every two years, and the prescribed fee paid

for an inspection certificate. The certificate must be posted conspicuously near the installation.

The regulations and the Code for unfired pressure vessels established by the American Society of Mechanical Engineers and, also, the standards of the National Board of Fire Underwriters where not inconsistent, are to govern the design, construction and operation of any liquefied petroleum gas equipment. Portable cylinders must be constructed, tested and marked according to specifications of the Board of Transport Commissioners for Canada (formerly, the Canadian Railway Commission). They must be registered with and approved by the Department of Labour. Only persons holding permits may own portable cylinders unless special permission is given by the Department, and any sale or change of ownership must be notified to the Department by both parties.

Provision is made for inspecting portable cylinders and ensuring their safe installation or location. They must be equipped with an approved type of safety-valve, tested periodically, and kept in good condition.

Storage tanks and pressure containers must be constructed according to a design approved by the Department and must be registered. The regulations and A.S.M.E. Code as well as those parts of the N.B.F.U. standards which are not inconsistent are to apply to design and construction. Standards are set out for the thickness, design pressure, location, for the design of concrete supports, the protection against trucks or other objects, for the cooling system, pressure and liquid level gauges, safety-valves, piping and grounding.

Transport tanks must conform to the A.S.M.E. Code and that of the N.B.F.U., and must be equipped with fire extinguishers.

Filling and distributing plants must be constructed according to the regulations, special provision being made for fire prevention. Similarly, plant equipment, electrical wire and equipment, piping and fitting must be of an approved type; unloading operations must be done in accordance with the order of the Board of Transport Commissioners, and in certain other respects this order must be complied with.

A fine ranging from \$25 to \$1,000 is payable for each offence under the regulations.

Legal Decisions Affecting Labour

B.C. Court Dismisses Appeal of Laundry Workers' Union—Holds Union may be Prosecuted Under Conciliation Act

On August 19, the British Columbia Court of Appeal dismissed the appeal of Eula Patterson, President of the Nanaimo Dry Cleaning and Laundry Workers' Union, from the decision of Mr. Justice Macfarlane of the B.C. Supreme Court on July 22 last (L.G., September, 1947, p. 1337). Mr. Justice Macfarlane denied her application for an order to make final an order *nisi* issued by Mr. Justice Coady on June 30 prohibiting Magistrate Beevor-Potts of Nanaimo from proceeding with a charge against the Union of authorizing a strike which was unlawful under the Industrial Conciliation and Arbitration Act of British Columbia.

The Court of Appeal was unanimous in holding that, for the purposes of the particular statute and proceedings under it, the trade union which acted as a "bargaining agent", as defined in the Act, has been given by the Legislature, through this enactment, the status of a *persona juridica*. As such a legal entity, the union is subject to the provisions and penalties of the Act even though

it has not been incorporated. The question of how a union can be served with a summons is merely a matter of procedure for the Magistrate to determine.

This was the gist of the opinion given by Chief Justice Sloan. The other members of the Court, Mr. Justice O'Halloran and Mr. Justice Robertson, agreed that the mode of service was one for the Magistrate. They dealt at greater length with the question of the legal status of the union.

As regards the position of the union, Mr. Justice O'Halloran based his opinion, not only on the sections of the Industrial Conciliation and Arbitration Act which enable a union to act on behalf of its members, to have exclusive authority after certification by an administrative authority, to enter into an agreement with the employer, to act as an agent and to employ agents, and to suffer penalties distinct from those imposed on individuals if it acts contrary to the provisions of the Act, but also on the British Columbia Trade Unions Act which was enacted first in 1902. This latter statute stipulates that a trade union or its trustees shall not be liable in damages for certain wrongful acts unless its members or executive

committee have authorized or concurred in them.

Mr. Justice O'Halloran referred to the judgment of the House of Lords in the *Taff Vale* case in 1901 (A.C. 426) in which it was held that the union concerned, which was registered under the Trade Union Act, 1871, could be sued in its own name for damages inflicted by its members in connection with a strike. It was indicated, too, that an unregistered union could be sued in a representative action if the persons selected to defend the action fairly represented the union. In his opinion,

the test is not registration *solus* but is recognition by the Legislature,

and that recognition is accorded by both the Industrial Conciliation and Arbitration Act and the Trade Unions Act.

Mr. Justice Robertson, also, found in the privileges and immunities, the restrictions and liabilities, which the Industrial Conciliation and Arbitration Act confers or imposes on trade unions ground for the opinion that a trade union is a *persona juridica* which may be prosecuted in its own name for an offence under the Act. He referred to the *Taff Vale* case as establishing that a legal entity which is not a corporation may be recognized by the law as distinct from its members.—*In re Patterson and Nanaimo Dry Cleaning and Laundry Workers' Union Local 1* (1947) 2 WWR 510.

Pension Plan of George Weston Limited

THE Department of Labour has received word of a pension plan for employees of George Weston Limited and subsidiaries, which became effective on December 1, 1946.

The plan provides for the establishment of a trust fund created by a substantial initial contribution by the Company and its subsidiaries, followed by regular contributions by the several companies and by employee members. The fund is administered under a "trust deed" between the Company and a Board of Trustees.

Participation in the plan is voluntary, and is open to employees with two years' service. Special provision is made for employees who were in the Armed Services during the second World War. New employees, however, in order to participate must be under 50 if male or under 45 if female.

Retirement is normally at the age of 65 for men and 60 for women, but may be taken five years earlier with a reduction in the pension rate. An eligible member who has five years' continuous service to his credit on the inception of the plan is entitled to a minimum annual pension of an amount equal to thirty per cent of his earnings for the calendar year 1946. Provision is made for computing pen-

sions for such of those members who were on leave of absence, or absence because of illness during 1946.

Subject to the provision for minimum pensions, the normal annual pension consists of 1½ per cent of the aggregate of all earnings received by the employee after becoming a member of the plan.

Each member contributes 3½ per cent of his earnings as an employee of the Company, deducted by the Company each pay period and paid to the trustees of the fund.

The Company contributes by paying to the trustees in 20 equal consecutive annual instalments such an amount as is recommended by a qualified actuary as sufficient for the purpose of insuring that the obligations in respect of the minimum pension provisions for services rendered to the Company prior to the date of the inception of the plan, will be discharged in full.

The plan also provides for death benefits, and includes optional settlements in the event of an employee terminating his service before reaching pensionable age.

The cost of administration is borne by the Company.

Employment, Hours and Earnings

Introduction

BY the end of August, the shortage of labour had reached serious proportions. Industrial demand was expanding under seasonal pressure while the loss of student labour was creating large gaps in the employment field. Unemployment had been at a minimum since the beginning of June, except among the student population. As the season advanced and the students withdrew, rising industrial needs had to be met largely within the ranks of the employed. Thus, shifting of workers between jobs greatly increased. In some cases, the movement was spontaneous, the higher wages of the seasonal jobs attracting labour from non-seasonal fields while in others, organized transfer schemes directed workers from job to job.

In agriculture, a co-ordinated transfer program arranged for extensive inter-area and inter-provincial movements. In construction, the transfer of workers from project to project increased to offset the loss of labourers to agriculture. Food processing plants were extending their search for labour beyond the immediate local supply and transportation services were being provided to accommodate workers in outlying districts.

The absence of major industrial strikes during the summer months of 1947 had promoted the buoyant employment conditions. Uninterrupted production steadied the flow of both consumer and producer goods with the result that expansion was stimulated all "along the line." Fewer persons were involved in labour disputes during July and August than in any comparative period since 1939. However, the scene was somewhat darkened during September by a strike involving some 12,500 workers in meat packing plants.

General labour market conditions, as revealed by the operations of the National Employment Service, indicated a steadily growing surplus of jobs. At September 25, unfilled vacancies numbered 116,000 representing an excess of 29,000 over the available supply of workers. The full brunt of peak seasonal demand in food processing plants and logging had yet to be met, thus labour needs were expected to continue the uptrend for several weeks. Unplaced applicants appeared to have reached

their lowest point early in September, the number levelling off and gradually increasing during the latter part of the month. At September 25, unplaced applicants totalled 87,000 (59,000 male and 28,000 female). Claimants for unemployment insurance fell off sharply during the summer and at the latest available date, August 31, numbered 37,000.

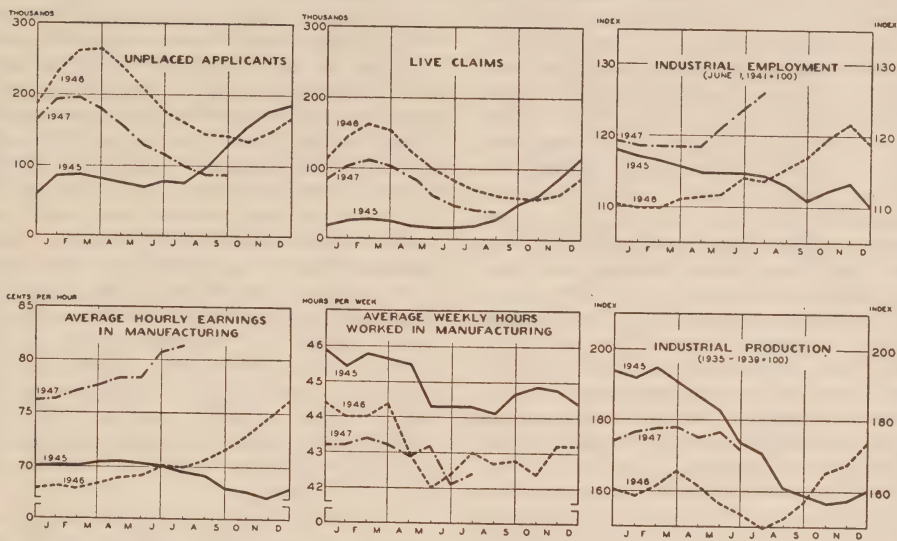
Employment in firms with 15 or more employees, as reported by the Dominion Bureau of Statistics, rose by almost 40,000 during July. The entrance of thousands of students into the labour market stimulated the already heavy rate of absorption. All main industry groups but particularly the seasonal transportation, construction, and service industries, expanded employment. The index of employment (June 1, 1941=100) rose from 123.8 at July 1 to 126.1 one month later. At the beginning of August, reported employment in the eight leading industries totalled 1,984,000.

Average hourly earnings in manufacturing continued their upward trend during July. Employers were tending to increase wages in order to attract workers in the steadily tightening labour market. Hourly earnings of hourly-rated workers in manufacturing totalled 81.3c at August 1, as against 80.8c and 79.8c at the beginning of July and June respectively. The pressure of seasonal activity was reflected in a slight rise in the number of hours worked per week, the work-week increasing from 42.1 in the last week of June to 42.4 during the comparative period in July.

In the Maritime region, the employment situation remained fairly stable during August, the unemployment problem being chronic rather than seasonal. The movement of unemployed persons to factories in Ontario and Quebec continued. In Halifax and Fredericton, industrial activity was at a satisfactory level; a shortage of labour existed in Fredericton, but lack of housing prevented workers from moving to the area. Heavy manufacturing industries in New Glasgow had enough orders on hand to sustain production well into next year. Farm labour demand was not insistent, although in some districts competition with construction had caused a slight scarcity. Logging activity was expected to begin shortly. Con-

SELECTED LABOUR MARKET INDICATORS

1945 — 1946 — 1947



SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

NOTE: Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947			1946		
	August	July	June	August	July	June
Civilian Non-Institutional Population (1).....	(†)	(†)	8,930,000	(†)	(†)	8,718,000
Civilian Labour Force (1).....	(†)	(†)	4,912,000	(†)	(†)	4,828,000
Employment —						
Employed (1).....	(†)	(†)	4,821,000	(†)	(†)	4,702,000
Index (June 1, 1941=100) (2).....	126.1	123.8	120.8	113.2	113.7	111.3
Total (2).....	1,984,123	1,946,032	1,899,247	1,765,105	1,773,712	1,735,435
Male (2).....	1,573,311	1,535,816	1,495,750	1,378,979	1,382,265	1,347,788
Female (2).....	410,812	410,216	403,497	386,126	391,447	387,647
Unfilled Vacancies at N.E.S.	90,081	95,184	102,648	107,492	118,969	114,108
Vacancies Notified (2).....	31,794	30,414	29,796	38,636	34,808	37,694
Applications for Employment (2).....	26,460	28,518	29,921	36,371	35,802	38,205
Referrals (2).....	22,341	24,223	25,081	25,225	26,273	27,284
Placements (2).....	14,138	15,422	15,304	16,360	17,015	17,368
Unemployment —						
Unemployed (1).....	(†)	(†)	91,000	(†)	(†)	126,000
% of Civilian Labour Force.....	(†)	(†)	1.9	(†)	(†)	2.6
Unplaced Applicants at N.E.S.:—						
Total.....	98,891	114,528	126,481	160,340	176,735	210,404
Male.....	69,314	80,977	94,170	125,855	139,977	170,149
Female.....	29,577	33,551	32,311	34,485	36,758	40,255
Unemployment Insurance Claims.....	41,877	47,817	59,410	68,535	82,382	98,810
Unemployment in Trade Unions.....%	(†)	0.8	(†)	(†)	1.3	(†)
Earnings and Hours —						
Index, Aggregate Weekly Payrolls (June 1, 1941=100) (2).....	178.4	173.8	168.5	143.1	141.9	136.6
Per Capita Weekly Earnings (2).....\$	36.50	36.15	36.00	32.64	32.25	31.68
Average Hourly Earnings (1).....¢	81.3	80.8	79.8	70.0	70.0	69.1
Average Hours Worked per Week (4).....	42.4	42.1	42.9	43.0	42.4	42.0
Industrial Production —						
Index (1935-39=100) (5).....	167.4	171.3	175.2	149.7	153.5	156.4

(†) Not available

(1) Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

(2) Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees, weekly average for month in non-agricultural industries reporting to National Employment Service.

(4) Average hourly earnings and man-hours apply to manufacturing only. The chart is adjusted for holidays.

(5) During the month.

(6) For more recent figures, see below, under Operations of the National Employment Service.

struction work was on such a large scale that it frequently outran available material supplies, thus delaying activity.

The Quebec region reported that unemployment was at a low ebb while labour shortages were developing rapidly. In many areas, and in many industries, acute labour scarcities were being felt. There were few industries which had not increased operations appreciably in the past year. Consumer spending had been well sustained at a level high enough to absorb the expanding output of goods. The cancellation of some United Kingdom orders affected employment slightly, but not seriously in any field. The farm labour situation was very satisfactory; in September about 5,500 workers were expected to be sent to the United States to harvest American crops. General logging activity had started and the outlook for adequate labour this season was hopeful. Hard rock miners and mine beginners were in great demand; prospecting and developmental work was making good progress. Construction work continued at a peak level, despite acute shortages of skilled men and materials; residential construction was showing signs of renewed activity.

In the Ontario region, there was a marked shortage of workers. Although the greatest pressure was currently arising out of the seasonal requirements of the construction, agriculture, and food processing industries, all indications pointed to a continuing high level of employment during the winter. Manufacturing industries needed workers in large numbers. Iron and steel firms, with heavy backlogs of orders registered steady demands; labour turnover was one of the chief problems confronting the industry. Textile, rubber, and food processing companies were extremely short of workers. Students returning to school left many vacancies for unskilled labourers, particularly in construction and agriculture. The scarcity of skilled construction tradesmen was acute. Farm labour was not plentiful; over 1,500 workers were sent to help with the Prairie harvest, and about 300 more were needed.

In the Prairie region employment conditions were very buoyant and the upswing should reach its peak in the early part of October. A serious shortage of harvest workers appeared to be developing earlier in the season but the situation was again under control. The Ontario harvest was late, which delayed the transfer of eastern workers to the Prairie region where crops had ripened earlier than expected. Grain handling activity was expected to begin shortly at the Lakehead. Industrial disputes blocked operations in the meat packing industry. Mining companies still required skilled men; hirings, however, were increasing where housing projects had been built, and labour turnover was being reduced. The logging industry was absorbing the workers recently brought from the European camps for displaced persons. Construction progress had been held up by the scarcity of skilled workers and by the limited amount of supplies. Most contractors were speeding up work, so that their building would be "housed in" before the advent of winter.

The Pacific region reported that agriculture, logging, and mining were at peak activity and workers were needed urgently. This situation brought into sharp relief the chief problem of this region, decentralization of the labour force. Employment was available for all workers who were physically fit and willing to leave the metropolitan area. Students returning to school and university left a large gap in primary industry employment. Wages in the logging industry were very high in relation to other industries, the new 1947-48 agreement having been signed in all three forest areas. The mining industry reported no change in its labour picture, with major expansion continually held back by the lack of workers. The farm labour situation was well in hand, but demands were increasing as tree fruits ripened. Construction workers were in heavy demand; the new projects scheduled for the coming months should maintain the full employment of all skilled men.

Employment and Payrolls at the Beginning of August, 1947

INDUSTRIAL employment showed important expansion at the beginning of August; this was seasonal in character, but rather exceeded the gain usually indicated at the time of year. The monthly survey of employment and payrolls made by the Dominion Bureau of Statistics showed that 17,910 larger establish-

ments in the eight major industrial divisions employed a total of 1,984,123 men and women, as compared with 1,952,083 at July 1; the increase, which amounted to 1.6 per cent, was accompanied by that of 2.6 per cent in the weekly salaries and wages disbursed by these employers.

The movement was generally favourable in all provinces at August 1. In terms of percentages, the largest gains were in the Maritime Provinces and British Columbia. Industrially, there were considerable increases in manufacturing as a whole, and in most of the main non-manufacturing classes. The exception was trade, in which no general change in the level of employment was indicated in the co-operating establishments. The additions reported in construction were especially large, being rather above average in scale. Within

the manufacturing division, there were substantial increases in the food, lumber and pulp and paper industries, while the trend was downward in certain groups, notably in leather, textile, rubber and electrical apparatus plants.

Based on the 1926 average as 100, the index of employment at August 1 reached a new all-time maximum, standing at 192.6, as compared with 189.5 at July 1, 1947. At August 1 in immediately preceding years, the indexes were as follows: 1946, 172.8; 1945, 175.0; 1944, 184.3; 1943, 185.9, and 1942, 177.8. General

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.

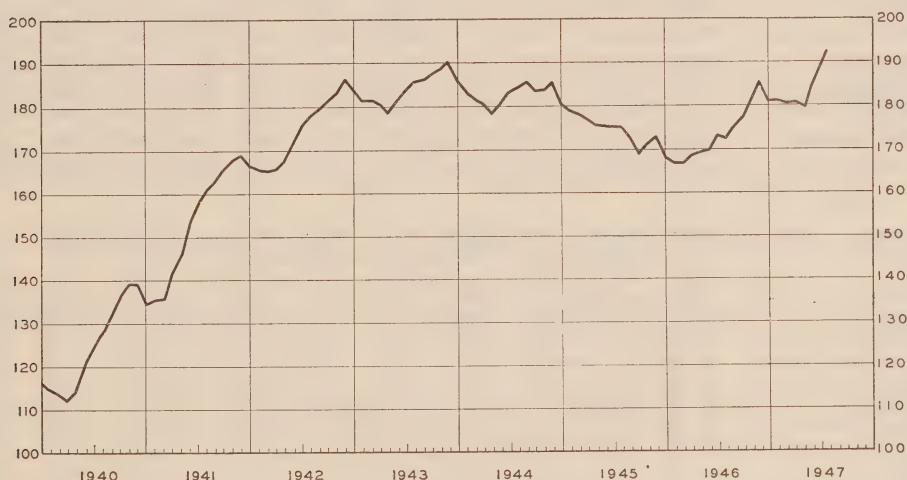


TABLE I.—INDEX NUMBERS OF EMPLOYMENT, PAYROLLS AND WEEKLY EARNINGS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries				Manufacturing			
	Index Numbers of			Per Capita Weekly Earnings	Index Numbers of			Per Capita Weekly Earnings
	Employment	Aggregate Payrolls	Per Capita Weekly Earnings		Employment	Aggregate Payrolls	Per Capita Weekly Earnings	
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Aug. 1, 1944.....	120.7	148.4	125.3	31.63	133.9	166.8	126.6	32.38
Aug. 1, 1945.....	114.6	143.0	127.1	32.09	121.5	152.9	128.0	32.73
Aug. 1, 1946.....	113.2	143.1	129.3	32.64	109.6	137.5	127.7	32.66
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.3	159.5	140.0	35.81
Apr. 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947.....	126.1	178.4	144.6	36.50	120.4	171.5	144.6	36.98

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed by the Reporting Establishments in Canada, and Aggregate and Average Weekly Salaries and Wages Reported at August 1, 1947, together with Index Numbers of Employment and Payrolls, with Comparisons at July 1, 1947, and August 1, 1946.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at Aug. 1, 1947	Aggregate Weekly Payrolls at Aug. 1, 1947	Average Weekly Earnings at			Index Numbers Based on June 1, 1941 as 100 p.c.								
						Employment			Aggregate Weekly Payrolls					
			Aug. 1, 1947	July 1, 1947	Aug. 1, 1946	Aug. 1, 1947	July 1, 1947	Aug. 1, 1946	Aug. 1, 1947	July 1, 1947	Aug. 1, 1946	Aug. 1, 1947	July 1, 1947	Aug. 1, 1946
(a) PROVINCES		\$	\$	\$										
Maritime Provinces.....	144,309	4,801,731	33-27	33-20	29-97	122-0	117-7	110-5	185-5	178-4	151-0			
Prince Edward Island.....	3,255	94,624	29-07	29-27	27-53	143-8	140-9	133-0	191-8	188-6	167-1			
Nova Scotia.....	81,930	2,757,011	33-65	33-37	29-93	114-5	111-2	105-5	170-7	164-2	139-5			
New Brunswick.....	59,124	1,950,096	32-98	33-19	30-17	133-5	127-7	117-7	210-9	202-9	170-3			
Quebec.....	586,506	20,406,112	34-79	34-29	31-60	124-0	121-6	112-8	179-8	173-7	148-6			
Ontario.....	822,771	30,928,318	37-59	37-19	33-02	121-9	121-3	108-4	169-0	166-4	131-7			
Prairie Provinces.....	236,377	8,644,548	36-57	36-48	33-12	133-4	130-4	125-5	184-2	179-7	156-9			
Manitoba.....	104,618	3,821,989	36-53	36-42	33-05	126-8	124-9	120-6	174-8	171-6	150-2			
Saskatchewan.....	47,191	1,687,324	35-76	35-26	32-36	130-5	127-6	122-8	179-9	173-6	153-1			
Alberta.....	84,568	3,135,235	37-07	37-25	33-62	144-2	139-6	133-8	200-0	194-6	168-7			
British Columbia.....	194,160	7,636,440	39-33	39-06	35-86	151-0	146-0	126-3	208-4	200-1	159-5			
CANADA.....	1,984,123	72,417,149	36-50	36-15	32-64	126-1	124-1	113-2	178-4	173-8	143-1			
(b) CITIES														
Montreal.....	282,719	9,872,662	34-92	34-73	31-96	127-1	127-4	119-1	172-7	172-1	148-7			
Quebec City.....	29,375	930,101	31-66	30-42	28-29	119-5	114-0	104-6	179-8	164-8	141-0			
Toronto.....	255,752	9,502,904	37-16	37-05	32-96	124-3	125-6	113-8	172-1	173-5	139-5			
Ottawa.....	24,552	796,078	32-42	31-81	28-80	122-2	122-1	116-7	172-0	168-1	145-5			
Hamilton.....	62,083	2,345,688	37-78	36-89	32-65	115-6	116-4	89-4	159-1	156-4	106-3			
Windsor.....	38,738	1,685,109	43-50	43-13	37-03	120-3	119-1	103-1	139-7	137-0	101-2			
Winnipeg.....	66,873	2,224,247	33-26	33-60	30-53	128-6	127-6	124-1	167-9	168-2	149-1			
Vancouver.....	85,803	3,127,178	36-45	36-23	33-03	162-2	158-5	136-7	222-3	216-1	170-9			
Halifax.....	21,294	698,603	32-81	33-00	29-51	118-0	114-0	125-0	170-9	166-0	161-4			
Saint John.....	13,509	413,774	30-63	31-56	29-08	127-0	127-5	118-9	179-7	185-8	190-0			
Sherbrooke.....	10,029	289,916	29-90	28-62	27-51	111-1	111-4	108-2	159-7	153-3	143-1			
Three Rivers.....	11,507	423,091	36-77	35-15	32-16	139-1	137-5	122-3	197-4	186-5	152-2			
Kitchener-Waterloo.....	20,149	721,671	35-82	35-23	30-54	134-0	132-9	98-6	211-4	206-2	132-3			
London.....	25,940	892,648	34-41	34-55	30-93	145-1	144-2	132-1	195-5	195-1	159-9			
Fort William-Port Arthur.....	12,452	496,012	39-83	39-84	35-67	86-8	84-0	74-5	129-6	125-4	99-3			
Regina.....	11,486	371,620	32-35	32-08	29-77	125-7	126-8	112-2	176-2	176-1	145-6			
Saskatoon.....	7,899	261,007	33-04	32-16	29-05	156-9	152-8	154-5	233-6	221-3	203-7			
Calgary.....	21,349	741,795	34-75	34-64	32-09	134-4	131-2	124-8	185-0	179-5	153-1			
Edmonton.....	20,888	688,749	32-97	33-40	30-62	150-6	147-8	142-6	203-9	202-8	179-0			
Victoria.....	13,810	505,629	36-61	36-03	31-70	158-3	155-8	150-2	231-4	224-0	189-8			
(c) INDUSTRIES														
Manufacturing.....	1,063,921	39,340,655	36-98	36-47	32-66	120-4	119-4	109-6	171-5	167-7	137-5			
Durable Goods ¹	493,664	19,390,496	39-28	38-71	34-62	116-6	116-0	103-8	162-6	159-5	127-4			
Non-Durable Goods.....	542,479	18,796,119	34-65	34-18	30-68	123-5	122-1	114-6	181-4	177-0	148-6			
Electric Light and Power.....	27,778	1,154,040	41-55	41-29	37-84	136-4	131-4	127-7	179-1	171-4	148-9			
Logging.....	74,992	2,612,761	34-84	35-16	32-25	155-6	152-6	119-1	271-8	269-0	192-8			
Mining.....	80,534	3,512,666	43-62	43-27	38-84	96-4	94-5	88-4	131-9	128-1	108-8			
Communications.....	46,850	1,626,639	34-72	34-41	32-38	178-5	174-8	155-5	227-0	220-4	184-9			
Transportation.....	183,482	8,061,625	43-94	43-99	39-56	144-4	142-9	131-2	193-7	191-9	158-6			
Construction and Maintenance ²	228,075	8,113,556	35-57	34-76	31-96	126-8	118-7	106-5	195-8	179-1	148-4			
Services.....	68,192	1,584,598	23-24	23-51	20-83	151-1	145-5	139-3	214-9	209-5	180-3			
Trade.....	238,077	7,564,649	31-77	31-74	29-10	131-3	131-3	121-2	176-8	176-6	150-1			
Eight Leading Industries.....	1,984,123	72,417,149	36-50	36-15	32-64	126-1	124-1	113-2	178-4	173-8	143-1			
Finance.....	80,512	3,020,198	37-51	37-50	34-65	132-6	132-3	124-5	172-8	171-8	149-7			
Total—Nine Leading Industries.....	2,064,635	75,437,347	36-54	36-20	32-72	126-4	124-4	113-7	178-1	173-7	143-4			

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments, and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

² Mainly hotels and restaurants, and laundries and dry-cleaning plants.

improvement was indicated in the major industrial divisions as compared with the beginning of August in 1946, when industrial disputes had seriously affected the situation, particularly in manufacturing. An examination of the figures for the later years of the war, however, shows that the improvement at the date under review was confined to the non-manufacturing classes, there being a decline in recorded employment in manufacturing as a whole as compared with August 1 in the period, 1945-1942.

Payrolls

The amounts expended in salaries and wages by the establishments furnishing statistics in the eight leading industries at August 1 aggregated \$72,417,149, giving an average of \$36.50 per employee. At July 1, the sum of \$70,560,704 had been paid to the employees of these firms, a per capita figure of \$36.15. The earnings reported at August 1 in 1946, 1945, 1944, 1943 and 1942 had averaged \$32.64, \$32.09, \$31.63, \$31.06 and \$28.62, respectively. In the last 12 months, there has been an advance of

24.7 per cent in the general index of payrolls, and of 11.5 per cent in the index of employment, while the average weekly earnings of the persons in recorded employment have risen by 11.8 per cent.

If the statistics for financial institutions are added to those given above for the eight leading industries (namely, manufacturing, logging, mining, communications, transportation, construction, trade and hotels and restaurants and laundries and dry-cleaning plants), the latest survey shows that the larger establishments in the nine major industrial divisions had a combined staff of 2,064,635 persons at August 1, as compared with 2,032,426 at the beginning of July. The aggregate weekly payrolls reported by such employers amounted to \$75,437,347, as compared with \$73,573,301 in the preceding period of observation. The average earnings of the workers employed by these firms rose from \$36.20 at July 1, to \$36.54 at the date under review, as compared with \$32.72 at August 1, 1946, and \$32.14 at August 1, 1945.

Table II summarizes the latest statistics of employment and payrolls for the leading in-

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS, (AVERAGE CALENDAR YEAR 1923=100).

(The latest figures are subject to revision.)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1931.....	105.2	106.8				102.4	100.7	129.1				98.0
Aug. 1, 1932.....	86.3	86.3				84.4	86.9	90.1				81.4
Aug. 1, 1933.....	87.1	93.0				84.8	86.6	90.5				87.3
Aug. 1, 1934.....	99.9	101.3				94.9	106.0	93.0				97.6
Aug. 1, 1935.....	101.1	106.7				97.2	102.4	98.7				106.8
Aug. 1, 1936.....	105.6	113.9				101.3	107.1	103.9				107.9
Aug. 1, 1937.....	120.0	134.3	82.5	131.5	140.8	120.8	122.2	105.6	99.0	118.8	107.1	116.9
Aug. 1, 1938.....	112.1	112.6	99.2	118.3	106.6	117.8	111.2	104.9	97.3	116.1	109.2	107.1
Aug. 1, 1939.....	117.5	115.6	111.0	124.2	105.4	126.4	114.2	109.4	99.4	123.5	115.6	117.0
Aug. 1, 1940.....	127.9	124.5	110.6	135.5	111.9	130.6	132.8	114.9	106.9	119.7	123.9	119.0
Aug. 1, 1941.....	160.6	164.2	134.6	184.5	140.7	167.6	166.3	135.6	130.9	134.2	143.8	146.6
Aug. 1, 1942.....	177.8	170.4	111.8	193.3	145.6	191.4	181.5	143.5	138.0	137.5	156.0	175.3
Aug. 1, 1943.....	185.9	194.6	120.9	224.9	160.7	200.9	184.9	145.1	140.4	138.8	156.4	195.8
Aug. 1, 1944.....	184.3	185.8	138.0	200.7	169.8	197.7	185.0	151.6	145.5	148.1	163.3	185.7
Aug. 1, 1945.....	175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Aug. 1, 1946.....	172.8	168.4	142.4	177.1	158.8	177.5	174.8	161.0	150.4	156.5	179.9	170.4
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
July 1, 1947.....	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947.....	192.6	186.0	154.0	192.2	180.1	195.0	196.6	171.1	158.1	166.2	194.0	203.7
Relative Weight of Employment by Provinces and Economic Areas as at Aug. 1, 1947.	100.0	7.3	2.2	4.1	3.0	29.5	41.5	11.9	5.3	2.4	4.2	9.8

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

(The latest figures are subject to revision.)

Industries	Relative Weight	Aug. 1, 1947	July 1, 1947	Aug. 1, 1946	Aug. 1, 1945	Aug. 1, 1944	Aug. 1, 1943	Aug. 1, 1942
Manufacturing	53.6	202.3	200.6	184.2	204.1	225.0	227.7	212.4
Animal products—edible.....	2.5	245.9	236.7	250.8	224.0	239.1	196.1	183.5
Fur and products.....	0.2	149.9	155.7	159.7	140.4	123.6	124.7	123.0
Leather and products.....	1.6	152.9	154.9	154.8	139.8	136.4	138.2	137.3
Boots and shoes.....	1.0	140.3	142.1	143.4	129.2	126.3	125.2	128.1
Lumber and products.....	4.2	153.9	150.1	138.8	130.4	131.3	125.8	126.5
Rough and dressed lumber.....	2.6	139.8	134.1	119.0	110.5	110.0	106.1	117.9
Furniture.....	0.7	155.1	158.0	152.8	130.4	129.3	107.6	112.5
Other lumber products.....	0.9	210.7	207.7	200.2	206.0	213.2	217.1	172.1
Musical instruments.....	0.1	38.9	39.2	38.0	29.3	28.4	51.8	41.6
Plant products—edible.....	3.3	198.2	185.1	180.9	176.0	170.1	153.7	155.3
Pulp and paper products.....	5.8	180.7	178.6	165.7	146.3	138.9	135.2	133.8
Pulp and paper.....	2.6	170.8	166.4	153.5	134.8	128.0	126.7	127.4
Paper products.....	1.1	263.4	263.9	240.6	218.0	206.7	200.4	182.6
Printing and publishing.....	2.1	165.5	165.2	156.7	137.6	130.3	124.0	125.4
Rubber products.....	1.2	193.5	196.1	109.9	181.3	163.6	124.8	126.6
Textile products.....	7.5	169.5	171.2	156.8	154.4	153.2	156.6	165.8
Thread, yarn and cloth.....	2.8	177.3	176.7	155.1	157.3	157.3	158.4	177.0
Cotton yarn and cloth.....	1.1	108.6	108.6	86.3	107.8	110.5	115.3	128.0
Woolen yarn and cloth.....	0.7	199.6	200.4	187.3	163.3	167.9	171.5	202.5
Artificial silk and silk goods.....	0.7	771.9	768.5	706.4	611.0	602.4	553.7	592.7
Hosiery and knit goods.....	1.2	160.3	163.6	153.9	144.3	143.2	142.3	137.9
Garments and personal furnishings.....	2.7	169.3	172.6	156.4	153.5	150.4	167.3	167.4
Other textile products.....	0.8	160.1	161.1	168.6	164.1	165.1	170.9	172.0
Tobacco.....	0.5	118.8	120.9	114.4	113.3	123.4	119.5	132.2
Beverages.....	0.9	330.6	323.0	300.2	266.4	258.8	230.3	242.9
Chemicals and allied products.....	2.1	335.3	336.1	317.3	430.9	608.6	632.2	669.9
Clay, glass and stone products.....	1.1	191.5	189.8	170.5	144.7	136.9	134.1	135.1
Electric light and power.....	1.4	204.5	196.9	191.4	160.8	149.2	148.5	152.9
Electrical apparatus.....	2.6	344.9	348.4	255.0	285.6	332.8	310.2	256.4
Iron and steel products.....	14.6	214.7	214.7	197.0	273.3	326.8	346.0	296.7
Crude, rolled and forged products.....	1.8	271.6	271.7	190.9	241.3	250.1	267.3	248.6
Machinery (other than vehicles).....	1.5	255.7	256.9	236.0	215.0	222.9	243.9	256.6
Agricultural implements.....	0.9	194.8	193.6	165.3	145.4	128.8	136.0	139.3
Land vehicles and aircraft.....	5.5	174.4	174.5	165.8	235.6	302.1	288.3	243.5
Automobiles and parts.....	2.3	295.6	297.0	241.6	272.5	294.7	306.6	293.1
Steel shipbuilding and repairing.....	1.2	500.6	489.7	490.8	1,212.4	1,412.7	1,667.8	1,151.5
Heating appliances.....	0.3	196.0	192.8	198.3	178.8	168.0	169.8	157.5
Iron and steel fabrication (n.e.s.).....	0.6	215.0	210.0	178.9	257.5	291.5	316.6	303.4
Foundry and machine shop products.....	0.4	216.5	219.1	209.0	226.9	230.7	261.4	293.6
Other iron and steel products.....	2.4	219.7	222.9	218.5	289.9	374.3	431.7	404.2
Non-ferrous metal products.....	2.4	330.0	326.6	285.4	338.0	435.7	495.0	415.2
Non-metallic mineral products.....	0.8	227.6	222.2	213.1	224.7	221.2	214.9	202.5
Miscellaneous.....	0.8	279.3	280.7	287.9	324.0	373.6	364.2	351.1
Logging	3.8	246.3	241.5	188.5	183.2	155.6	136.1	142.1
Mining	4.1	170.9	167.5	156.6	144.9	155.1	159.1	172.3
Coal.....	1.3	89.3	86.6	92.4	90.2	96.0	92.9	92.8
Metallic ores.....	2.0	309.4	304.8	266.7	244.9	268.6	300.8	349.7
Non-metallic minerals (except coal).....	0.8	241.2	237.0	209.4	178.5	181.3	166.1	167.7
Communications	2.4	173.5	169.9	151.1	121.8	112.9	107.1	106.7
Telegraphs.....	0.5	143.5	140.7	138.3	133.4	133.0	137.3	127.3
Telephones.....	1.9	180.0	176.5	153.8	118.3	107.4	98.9	101.1
Transportation	9.2	142.7	141.2	129.6	127.8	125.2	119.7	110.4
Street railways, cartage and storage.....	3.0	230.1	227.6	213.3	195.2	188.7	171.0	157.0
Steam railway operation.....	4.6	115.2	114.0	109.3	110.0	107.7	105.4	96.9
Shipping and stevedoring.....	1.6	137.7	136.8	104.1	115.4	117.3	114.9	108.7
Construction and Maintenance	11.5	176.3	165.0	148.1	119.3	124.5	144.3	146.8
Building.....	4.8	208.3	198.3	162.3	103.0	94.3	159.5	164.8
Highway.....	4.6	226.9	209.1	190.0	156.9	185.6	179.8	172.3
Railway.....	2.1	94.9	88.4	94.4	101.7	98.9	96.2	104.9
Services (as indicated below)	3.4	260.2	250.5	239.8	211.3	207.9	196.2	189.4
Hotels and restaurants.....	2.3	270.6	256.6	244.8	214.1	209.9	192.9	186.1
Personal (chiefly laundries).....	1.1	240.5	238.8	229.9	206.0	204.5	202.0	195.1
Trade	12.0	205.9	205.9	190.0	171.4	161.7	151.8	152.5
Retail.....	8.5	210.4	211.6	195.0	176.3	167.4	157.9	159.0
Wholesale.....	3.5	195.7	192.9	178.1	159.8	147.3	136.2	135.4
Eight Leading Industries	100.0	192.6	189.5	172.8	175.0	184.3	185.9	177.8
Finance	153.9	153.6	144.6	130.0	126.1	124.8	123.4	123.4
Banks and trust companies.....	154.7	154.4	144.8	133.5	130.3	130.2	126.3	126.3
Brokerage and stock markets.....	203.8	208.6	251.8	192.7	146.1	120.4	105.8	105.8
Insurance.....	149.1	148.3	139.2	121.7	119.4	117.8	118.2	118.2
Nine Leading Industries	190.7	187.7	171.5	172.8	181.5	183.0	175.1	175.1

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

dustrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at July 1, 1947, and August 1, 1946. Table I shows a monthly record for the eight and the nine leading industries as a whole, and for manufacturing, showing the movements of employment, salaries and wages and average weekly earnings in the period since 1943. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls the indexes of employment have been converted from their original base, 1946=100, to June 1, 1941 as 100.

Table I indicates that since June 1, 1941, when the current record of payrolls first became available, the number of men and women in recorded employment in the eight leading industrial groups has shown an increase of 26.1 per cent; the aggregate weekly salaries and wages of such workers are higher by 78.4 per cent, while their average weekly earnings have advanced by 44.6 per cent. Including finance, the gain in recorded employment from June 1, 1941, to August 1, 1947, amounted to 26.4 per cent, that in the indicated payrolls, to 78.1 per cent, and that in the per capita earnings, to 43.4 per cent. These increases are the highest in the record of over six years. In other monthly reports, the following factors have been cited as largely responsible for the much greater rise in the payrolls than in employment (1) the payment of higher wage-rates in very large numbers of industries and establishments, in addition to the general increase resulting from the mandatory payment of cost-of-living allowances to the majority of workers; the rates at which these bonuses were paid were increased on more than one occasion before they were absorbed in the basic wage rates as from February 15, 1944; (2) the progressive up-grading of employees as they gained experience in their work, and (3) reductions in the numbers and proportions of women workers.

The advance in the index of employment in manufacturing during the period of which data on current earnings are available has amounted to 20.4 per cent, while the index of salaries and wages has risen by 71.5 per cent, and that of weekly average earnings, by 44.6 per cent. The increase in recorded employment in the non-manufacturing industries taken as a whole in the same period was 33.6 per cent, and that in the weekly payrolls, 87.3 per cent.

With regard to the marked variations in the average earnings of workers in the different

industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages; which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

Sex Distribution of Persons in Recorded Employment

The increase in recorded employment at August 1 took place among men, there being a small reduction in the indicated number of women. The reporting firms in the eight leading industries had a staff of 1,573,311 men and 410,812 women, a total of 1,984,123, there being 793 of the former sex and 207 of the latter in each 1,000 persons in recorded employment. The reported number of male employees increased by 32,719, or 2.1 per cent, as compared with July 1, but there was a loss of 679, or 0.2 per cent, in the indicated women workers in the same comparison. The ratios a month ago were 789 men and 211 women per 1,000 employees. At August 1, 1946, the proportions were 781 men and 219 women per 1,000 workers reported in the eight major industrial divisions.

The larger firms in the nine leading industries indicated the addition of 32,209 persons to their working forces as compared with July 1; the number of men taken on was 32,873, while 664 women were released from these establishments. The proportion of women in this group of industries was 217 per 1,000, as compared with 221 at July 1, 1947, and 230 at August 1, 1947; the latest ratio, like that in the eight major industrial groups, was the smallest indicated in any of the enquiries into sex distribution made since 1942. The proportion of women per 1,000 persons in recorded employment had reached its highest point at October 1, 1944, when the number of women reported in the eight leading industries was 261 per 1,000, and in the nine major industrial divisions, 271 per 1,000.

Establishments in manufacturing and the trading industry indicated the employment of fewer women at August 1, the losses being seasonal in character. These two divisions, however, showed increases in the month in the number of male workers. In all other major

industrial divisions covered in the surveys there were gains in employment for workers of both sexes, but those among the latter sex were relatively larger.

As compared with August 1, 1946, increases of about 13 per cent and five per cent respec-

tively, were recorded in the number of men and women on the staffs of the co-operating firms in the nine major industrial divisions taken as a whole. Improvement was indicated for workers of both sexes in each of these main groups in the year.

Operations of the National Employment Service

THE problem of fitting the limited pool of labour into expanding seasonal needs became increasingly difficult during August. Available supply was strained to the utmost—44 per cent of all applicants registered at employment offices were referred to jobs as against 25 per cent in the winter months. Labour tended to move towards the higher paying seasonal jobs thus easing shortages in these industries, but at the same time intensifying scarcities in the lower wage industries. Immigration, although gradually increasing, had not yet appreciably affected the labour market situation.

Seasonal influences and student replacement needs intensified demand, especially for unskilled workers. A most urgent need was in agriculture, the peak in demand being reached at about the first of September; seasonal pressures were rapidly increasing

labour needs in food processing plants. Employment in construction, mining, and transportation, which was already well below capacity, received a further set-back by the exodus of thousands of student workers. In the service and light manufacturing industries, a heavy demand persisted for skilled and unskilled female help.

The tightening labour market was reflected by a steady accumulation of jobs while the number of unplaced applicants continued to fall off. By September 18, unfilled vacancies totalled 116,000 while the number of persons remaining on file was 85,000. Unfilled vacancies were expected to continue the uptrend for some weeks due to the pressure of logging requirements. Unplaced applicants, however, were beginning to level off and were expected to increase sharply as agricultural workers reappeared in the labour market.

Agriculture

The full weight of seasonal labour requirements in agriculture was felt during the latter part of August and September. Demand was largely met by an extensive program of transfers, the varying maturing dates of tree and field crops lending themselves to considerable dovetailing of work from area

to area. The movement of western workers to Ontario farms during July was reversed in August when some 2,100 persons were recruited for the Prairie harvesting season. Smaller movements to meet local harvesting needs were in progress in other parts of the country. The transfer of help to Ontario

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS
AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
October, 1944.....	143,578	57,601	210,179	33,242	29,172	62,414
October, 1945.....	113,840	39,415	153,255	95,576	33,091	128,667
October, 1946.....	95,814	45,820	141,634	111,219	31,040	142,259
November, 1946.....	91,662	41,156	132,818	102,676	31,593	134,269
December, 1946.....	68,818	38,707	107,525	110,465	29,003	139,468
January, 1947.....	54,742	34,987	89,729	135,956	28,221	164,177
February, 1947.....	39,908	32,793	72,701	155,965	37,140	193,105
March, 1947.....	36,801	34,995	71,796	156,820	37,994	194,814
April, 1947.....	43,010	38,725	81,735	145,906	35,448	181,354
May, 1947.....	53,484	38,706	92,190	122,771	34,192	156,963
June, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
July, 1947.....	59,921	35,263	95,184	80,965	33,514	114,499
August, 1947.....	58,862	31,219	90,081	69,314	29,577	98,891
September, 1947.....	70,356	40,212	110,568	60,069	25,862	85,931
October ⁽¹⁾ 1947.....	74,088	35,481	109,569	58,575	28,602	87,177

(1) Latest figures subject to revision.

tobacco fields was estimated to have reached approximately 1,500 workers; some 700 Nova Scotia helpers were moved to Prince Edward Island for potato picking; in the fruit growing belt in Nova Scotia, considerable help was being brought in from nearby areas for the apple harvest. In addition, the temporary migration of labour across the

United States border was proceeding in both eastern and mid-western sections.

Placements into agriculture climbed rapidly during August. An average of 1,186 persons were placed each week as against 997 in July. At the end of August, 2,968 vacancies remained on file.

TABLE II.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT SEPTEMBER 1, 1947

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from August, 1947	
				Absolute	Percentage
AGRICULTURE, FISHING.....	2,531	437	2,968	- 254	- 7.9
LOGGING					
Pulpwood.....	11,688	6	11,694	+1,294	+ 12.4
Lumber.....	2,606	9	2,615	+ 890	+ 51.6
Other logging.....	123	2	125	- 33	- 20.9
Total.....	14,417	17	14,434	+2,151	+ 17.5
MINING					
Coal.....	635	1	636	+ 148	+ 30.3
Metallic ores					
Iron.....	34		34	- 20	- 37.0
Gold.....	1,846	8	1,854	+ 344	+ 22.8
Nickel.....	430	1	431	- 154	- 26.3
Copper.....	270		270	+ 56	+ 26.2
Other metallic ores.....	111	1	112	- 47	- 29.6
Non-metallic minerals.....	645	8	653	+ 201	+ 44.5
Prospecting and oil producing.....	51	2	53	- 3	- 5.4
Total.....	4,022	21	4,043	+ 525	+14.9
MANUFACTURING					
Food and kindred products.....	4,047	5,718	9,765	+6,113	+167.4
Textiles, apparel, etc.....	2,356	9,145	11,501	+2,480	+ 27.5
Lumber and finished lumber products.....	3,030	322	3,352	+ 796	+ 31.1
Pulp and paper products and printing.....	1,288	914	2,202	+ 188	+ 9.3
Chemicals and allied products.....	669	339	1,008	+ 332	+ 49.1
Products of petroleum and coal.....	210	45	255	+ 79	+ 44.9
Rubber products.....	296	342	638	+ 87	+ 15.8
Leather and products.....	444	817	1,261	+ 303	+ 31.6
Stone, clay and glass products.....	884	132	1,016	+ 324	+ 46.8
Iron and steel and products.....	1,923	257	2,180	+ 367	+ 20.2
Non-ferrous metals.....	1,155	189	1,344	- 204	- 13.2
Machinery.....	1,469	797	2,266	+ 674	+ 42.3
Transportation equipment.....	1,487	68	1,555	+ 208	+ 15.4
Miscellaneous.....	448	464	912	+ 276	+ 43.4
Total.....	19,706	19,549	39,255	+12,023	+ 44.2
CONSTRUCTION.....	13,211	73	13,284	+1,943	+ 17.1
TRANSPORTATION.....	2,876	166	3,042	+ 353	+ 13.1
COMMUNICATIONS AND OTHER PUBLIC UTILITIES.....	761	246	1,007	- 26	- 2.5
TRADE					
Wholesale.....	1,785	847	2,632	+ 235	+ 9.8
Retail.....	3,150	4,053	7,203	+1,366	+ 23.4
Total.....	4,935	4,900	9,835	+1,601	+ 19.4
FINANCE, INSURANCE, REAL ESTATE.....	1,117	1,012	2,129	+ 69	+ 3.3
SERVICE					
Public.....	1,837	740	2,577	+ 280	+ 12.2
Domestic.....	159	3,347	3,506	+ 563	+ 19.1
Personal.....	1,904	6,523	8,427	+ 478	+ 6.0
Custom and repair.....	1,467	167	1,634	+ 34	+ 2.1
Other service.....	1,326	3,012	4,338	+ 708	+ 19.5
Total.....	6,693	13,789	20,482	+2,063	+ 11.2
All Industries.....	70,269	40,210	110,479	+20,445	+ 22.7

Non-agricultural Industry

Vacancies Notified

Vacancies accumulated rapidly during August due to the greater number of jobs reported and, at the same time, the slow rate of absorption. Unfilled vacancies rose by 20,000 during August and, at the month-end totalled 107,511.

Seasonal influences in the main were responsible for the greater number of vacancies reported. However, several other factors were intensifying the normal seasonal upswing. Replacement needs were heavy as the large student force withdrew from the labour market. The freer flow of materials was stimulating production which in turn tended to enlarge the employment capacity of industry. Also, a more active recruiting program was taking shape at the close of the vacation shut-downs.

A heavy program faced the food canning industries, with prospects of attracting sufficient labour uncertain. In construction, the levelling off in rising building costs renewed residential building somewhat, while institutional and industrial construction was proceeding as rapidly as the supply of manpower permitted. Labour demand was intensified

in mining and transportation due to the withdrawal of a large body of student workers.

The rise in vacancies notified during August was predominantly in manufacturing and trade where increases of 25 per cent and 9 per cent respectively were recorded. In manufacturing, all industries except the non-ferrous metal group shared in the upswing; the most outstanding increase was in the food processing plants, followed by appreciable rises in machinery and transportation manufacturing. Reporting of vacancies averaged 31,794 a week during August, representing a 5 per cent gain over the previous month.

Applicants Registering

Fewer persons entered employment offices during August than in any month in the post-war period. Approximately 27,000 workers registered per week as against 36,000 in the comparative period in 1946. The rapid expansion of employment which began in early May quickly absorbed fully employable labour. Thus, with the exception of the temporary student force, the bulk of applications received during the summer were from the handicapped, the less skilled, or the older

TABLE III.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 1, 1947

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,454	539	1,993	3,175	669	3,844
Clerical Workers.....	1,940	4,229	6,169	5,225	9,786	15,011
Sales Workers.....	2,346	2,113	4,459	2,801	3,941	6,742
Personal and Domestic Service Workers.....	2,762	11,777	14,539	7,010	3,894	10,904
Seamen.....	244	18	262	778	4	782
Agriculture and Fishing.....	2,665	296	2,961	870	58	928
Skilled and Semiskilled Workers.....	31,217	8,126	39,343	17,854	3,410	21,264
Food and kindred products.....	452	190	642	331	274	605
Textiles, clothing, etc.....	970	6,026	6,996	341	1,539	1,880
Lumber and wood products.....	13,282	28	13,310	658	30	688
Pulp, paper and printing.....	268	180	448	197	128	323
Leather and products.....	151	376	527	505	225	730
Stone, clay and glass products.....	69	6	75	44	24	68
Metalworking.....	2,531	104	2,635	3,140	206	3,346
Electrical.....	309	147	456	435	61	496
Transportation equipment, n.e.c.....	87	17	104	199	106	305
Mining.....	1,295	.....	1,295	471	.....	471
Construction.....	5,306	.....	5,306	2,295	1	2,296
Transportation (except seamen).....	2,121	7	2,128	3,629	34	3,663
Communication and public utility.....	138	.....	138	112	2	114
Trade and service.....	597	709	1,306	448	277	725
Other skilled and semiskilled.....	2,925	236	3,161	3,241	399	3,640
Foremen.....	174	20	194	345	56	401
Apprentices.....	542	80	622	1,493	50	1,543
Unskilled Workers.....	27,728	13,114	40,842	22,326	4,100	26,426
Food and tobacco.....	2,790	5,227	8,017	337	610	947
Lumber and lumber products.....	1,708	86	1,794	590	119	709
Metalworking.....	2,230	345	2,575	694	98	792
Construction.....	7,892	2	7,894	2,578	.....	2,578
Other unskilled workers.....	13,108	7,454	20,562	15,127	3,273	21,400
Total.....	70,356	40,212	110,568	60,069	25,862	85,931

worker. As the season advanced and the competition for workers grew, rising labour turnover boosted somewhat the declining rate of registrations.

Despite the steady depletion in the number unplaced, pools of surplus labour have continued in a few areas. In both the Maritime and Pacific regions, unplaced applicants exceeded the number of vacancies on file. The problem in the Maritimes was one of a chronic shortage of jobs. The situation was showing improvement, however, because of the exodus of some 2,400 Nova Scotia workers to the Quebec and Ontario regions. In the Pacific region, the surplus continued due to the unwillingness of applicants to accept the many jobs which were available in outlying districts.

Immigration was beginning to be an important source of labour. The most urgent needs of agriculture had been satisfied by the absorption of the Polish and Dutch immigrants. In logging, the labour shortage was being eased by the importation of some 4,500 displaced persons; at the end of September, 2,193 had arrived in Canada. The group movement of 1,000 girls for service work had begun and authorization had been given to import 2,000 skilled needle workers for the textile industry.

Referrals

Referral activity slackened appreciably during August. Pronounced contractions

occurred in the service, mining, construction, and transportation industries which more than offset the slight gain in manufacturing. Average weekly referrals numbered 22,341 during August in comparison with 24,223 and 25,225 one month and one year before respectively.

The limited pool of labour with which to meet the expanding seasonal needs demanded careful screening and re-screening of available labour supply. As a result, a greater proportion of applicants were referred to jobs. Forty-four per cent of all available applicants during August (those on file at the beginning together with those registering during the period) received referral slips as compared with 42 per cent in July. In contrast, a smaller proportion of vacancies received referrals, the percentage dropping from 46 per 100 jobs available to 42 in August.

Placements

The declining registration of workers was reflected in a sharp fall in placement activity. Average weekly placements which held at about 15,500 during May, June, and July fell to 14,000 in August. By the end of July the two main sources of seasonal labour—the winter unemployed and the student force—had been absorbed. Thus by August placements were confined largely to a more intensified sifting of the physically handicapped and to directing labour shifting from job to job.

TABLE IV.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS AS REPORTED BY NATIONAL EMPLOYMENT SERVICE FOR THE MONTH OF AUGUST, 1947

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture and fishing.....	1,774	1,767	1,201
Logging.....	2,182	424	323
Mining.....	857	527	393
Manufacturing.....	11,321	7,311	4,496
Food and kindred products.....	2,857	1,478	852
Textiles, apparel, etc.....	2,005	904	596
Lumber and finished lumber products.....	1,157	830	559
Pulp and paper products and printing.....	823	586	393
Chemicals and allied products.....	325	242	135
Products of petroleum and coal.....	119	93	46
Rubber products.....	160	84	59
Leather and products.....	265	145	76
Stone, clay and glass products.....	341	223	140
Iron and steel and products.....	836	709	400
Non-ferrous metals.....	532	466	309
Machinery.....	927	771	448
Transportation equipment.....	695	568	365
Miscellaneous.....	279	212	118
Construction.....	4,921	3,768	2,711
Transportation.....	1,407	1,131	733
Communications and other public utilities.....	262	215	135
Trade.....	3,671	3,334	1,766
Finance, insurance, real estate.....	431	384	170
Public and professional service.....	1,661	1,281	804
Other service.....	5,081	3,966	2,607
All industries.....	33,568	24,108	15,339

The drop was most severe in the seasonal construction, transportation and service industries where heavy recruiting of the opening months of activity was beginning to taper off. In mining, the hiring rate continued to lag behind that reported in 1946, placements during August being 24 per cent below the level reported one year before. Placements into logging were small, the seasonal upswing being slower than usual due to the general scarcity of labour.

Placements into manufacturing showed a slight gain during August reflecting the absorption of transferred labour into heavy industry and seasonal workers into textile plants. The following table gives the place-

ments effected by the Offices, each year, from January, 1937, to date:—

Year	Placements		
	Regular	Casual	Totals
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,633	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946.....	785,593	73,819	859,412
1947 (34 weeks).....	447,693	63,795	511,488

Special Placements

Employment opportunities for the physically handicapped were steadily increasing. Vacancies which, in a less stringent labour market might have been held for the fully employable, were opened up to the impaired worker. As a result, the number of handicapped applicants remaining on file had been scaled down by almost 50 per cent over the year. At August 14, there were 3,608 unplaced as against 6,728 one year before.

The peak in placement of handicaps occurred during May and June when approximately

1,400 were effected each month. By July, those on file had been pared down to cases of severe physical impairment; placements dropped to 1,154 from June 16 to July 14 and to 1,078 during the following monthly period.

Special placement officers continued to render valuable service to youths entering the labour market for the first time. The bulk of first jobbers had been absorbed by the end of August, although the shifting of workers from seasonal to permanent employment was creating a steady stream of youth applicants.

Executive and Professional Offices

Placement activity at Executive and Professional offices indicated a seasonal slackening similar to that experienced in the general field. However, the current situation compares favourably with that reported in the 1946 period when expansion was crippled by prolonged strike activity. Placements during August were 35 per cent greater than those recorded one year before. The increase came about because of the greater number of jobs reported by employers; vacancies

during July and August exceeded those reported in the corresponding period in 1946 by 12 per cent. Applications on the other hand, indicated a 35 per cent decline.

Average weekly placements during August totalled 51 as against 33 in the corresponding period in 1946. Unfilled vacancies showed a similar gain jumping from 1,307 at August 31, 1946 to 1,700 one year later. Those unplaced, however, were considerably fewer, dropping from 2,430 to 1,999 over the year.

Veterans

Applications.—Registrations were maintained at a steady rate during July and August in contrast to the dropping off in the general field. Heavy labour turnover among the younger veterans largely accounted for the constant level. An average of 6,057 ex-servicemen reported per week, 5,345 of whom were dischargees of World War II and 712 of World War I.

Placements.—Hiring swung upwards during August as many veterans were taking advantage of the favourable employment situation to better their present status. In seasonally active areas, workers were shifting

into agriculture where high wages drew workers from other industries; in industrial centres, the movement was largely from temporary to permanent employment.

Average weekly placements totalled 3,536 during August as compared with 3,372 in July. Districts in the Prairie region showed the greatest proportionate gain, weekly placements in Winnipeg jumping from 379 to 485 and in Regina from 76 to 100.

Unplaced Applicants.—Fewer than 23,000 veterans were seeking work at the end of August as compared with the seasonal peak of 62,000 at January 31. The reduction took

place in all areas although a heavy concentration has continued in the Halifax area where 3,900 still remained on file.

A greater proportion of the registrations were of a long term nature, indicating that

available supply was narrowing down to the unemployables and those in chronically depressed areas. Applicants registered for more than two weeks totalled 15,213 or 68 per cent of the total unplaced.

Regional Analysis

The following regional analysis is based on reports received from National Employment Service offices throughout the country. The report covers the month of August, 1947.

Maritime Region

The seasonal expansion, principally in the agriculture and construction industries, had somewhat relieved the chronic unemployment problem.

Agriculture.—There were indications that the 1947 potato crop would be good—an estimated 1,400 men would be required for harvesting operations. It was not expected that any labour shortage would materialize as local pickers would be supplemented by men transferred from outlying points within the region.

The agreement of the Prices Support Board to guarantee apple prices gave new life to the Annapolis Valley fruit growers who had anticipated heavy losses with the withdrawal of their principal buyer, the United Kingdom. It appeared that 1,500 workers from outside the valley would be required to harvest the estimated 1,000,000 barrel crop.

Plans have been completed by the New Brunswick Government for a survey of marshlands in order to improve agricultural output in the southeastern part of the province.

Logging.—A very heavy demand for woods workers still existed, mostly for large operations in northern New Brunswick. Prospects of filling most of the orders, however, were slight.

Agents for the B.C. Logging Industry had recruited some 300 workers, the vanguard of which had already left for the Pacific Coast.

Fishing.—Fish processing plants in the Bay of Fundy, South Shore and Halifax districts all reported low fish landings. Although almost as many boats were out as last year, the catch was down about 50 per cent. Market conditions generally were improving.

Mining.—Production in collieries in the Glace Bay area continued to increase while at mines in the Minto area, where the situation was unsettled, operations continued below normal. Operators claimed that due to the

increased cost of coal and the shortage of transportation facilities they were unable to get orders.

Manufacturing.—Textile production was returning to normal after the vacation period. One plant had registered a standing order for skilled machine operators and general factory workers because of the high rate of labour turnover.

The arrival of materials in September for the building of 1,700 C.N.R. box cars should ease unemployment in the Trenton area. This order, along with a possible order for 250 hopper cars for the C.P.R., should assure steady work until about March, 1948.

Firms engaged in dairy products, and canned and cured fish all reported a heavy season and peak production. The employment situation was fairly stable with only limited demands except in fish processing where there was a moderately high labour turnover.

The completion of contracts at the Mahone Bay Shipping Co. plant had resulted in a partial lay-off in August, to be followed by a complete shut-down about the end of September. Repair work was active at Halifax shipyards with forecasts of steady employment throughout the winter. At this location additional arc welders, riggers and electricians were needed.

Construction.—Working conditions had been ideal for construction but the acute shortage of cement, nails, and plumbing supplies had seriously retarded progress on projects already underway and had had a detrimental effect on the number of permits being issued. With a few exceptions, skilled and unskilled labour was in good supply.

Except where veteran housing projects were under construction, the increased building costs had eliminated most of the home building for rental.

Work was progressing on the ferry terminal at Cape Tormentine, officials reporting that labour needs were being met. It was expected that the present staff of approximately 150 men will be maintained until the end of the year. Completion of work on the new runways at Lakeburn Airport was held up by the shortage of railway cars with which to bring gravel from Debert.

Transportation.—While there had been a heavy turnover in extra gang labour, local offices were able to supply men to fill the vacancies. The freight car shortage had affected the movement of pulpwood, coal and other materials.

Quebec Region

All industries excluding agriculture, continued to be handicapped by the shortage of workers and materials. Despite these draw-

backs production in most fields was at a high level.

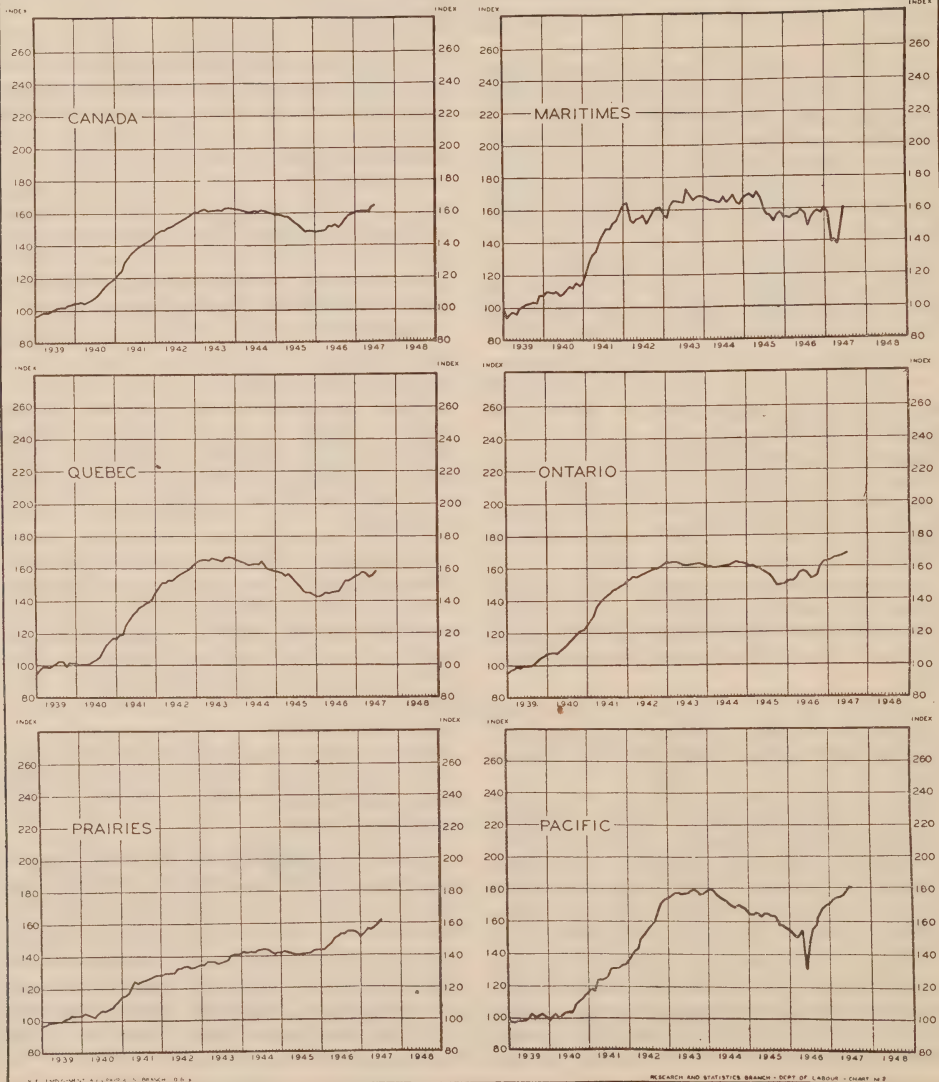
Agriculture.—The harvesting of a good crop of hay had been completed and work had been started on the grain crops which, it was expected, would result in only a fair yield. Vegetables had suffered heavily during the prolonged dry spell. Generally speaking no real shortage of help had materialized and it was thought that this situation would prevail to the end of the season.

REGIONAL EMPLOYMENT TRENDS

SEASONALLY ADJUSTED

FROM 1939 TO 1947

(AVERAGE = 1939 = 100)



A movement of about 5,500 workers to the United States for a five-week harvesting period was scheduled to take place during the next four weeks. Already 150 workers had been sent to Ontario and 450 to the Prairie Provinces.

Fishing.—Cod fishing continued to fall off in the Gaspe area.

Logging.—During the month there was a free flow of workers to the woods, all companies showing an increase in their labour force over former years. However, orders were still being placed for more workers. It was felt that with new inducements, such as the bonuses offered by many companies, this season would present an all-time record for woods operations.

Mining.—The movement of men to producer mines in western Quebec was fairly satisfactory considering the scarcity of suitable applicants for this work. However, it seemed likely that clearance of orders would be necessary in order to fill the general need for workers.

Prospecting in northwestern Quebec, particularly at the Quebec-Labrador iron deposits, had continued to make good progress.

Manufacturing.—New peaks were being reached in industrial production and there were few industries which had not increased operations over the past twelve months. An example of this was newsprint output which was nine per cent greater during the first seven months of 1947 than in the comparative period in 1946. All Quebec mills were operating at peak capacity and there was no indication that the recent United Kingdom export cut-backs would affect production schedules.

There was a slight production recession in the footwear industry due to the shortage of leather and the cancellation of a large contract for Great Britain. Several plants had been forced to close for short periods.

The flow of steel and sheet metal had improved but the need for skilled workers persisted. All Montreal shops of Canadian Car and Foundry Co. were working at capacity and staffs were being increased to speed the delayed work on 6,000 railway cars.

Radio and electrical establishments were finding it difficult to maintain an adequate staff of skilled and unskilled workers. Northern Electric Co. Montreal, was transferring its electronics division to Belleville, and the cable division to Lachine which will affect several thousand employees.

In shipbuilding, employment was maintaining a high level with all shipyards in the market for more workers.

The majority of saw mills had completed their cut of logs but larger operators will continue sawing until freeze up.

Construction.—New contracts were being awarded in commercial and residential construction, the latter seeming to exhibit a renewal of life. Completion of work already started was being pushed forward despite the continued shortage of skilled workers and some materials.

Maintenance work and the construction of new roads and bridges were being successfully carried out.

Transportation.—Conditions on the Montreal water front had improved after the settlement of the labour dispute. Ocean going shipping continued at a high level.

Railway companies continued busy both in freight and passenger traffic. Long distance hauling companies were extending their services as additional equipment became available. Air transportation was being stepped up noticeably.

Ontario Region

Industrial development was at a high level although somewhat hampered in all fields by the prevailing shortage of labour, especially skilled workmen.

Agriculture.—The wheat harvest had been completed in good time but much spring grain remained to be handled. In some localities it was expected that work would not be completed until the middle of September.

Fruit growers in the Niagara district were appealing to university students to assist in picking fruit now that high school students were returning to school. Recruits from the Ontario Farm Service Force in North Bay and Timmins had responded to the need.

The flue-cured tobacco harvest was in full swing—a few early areas being already processed while the heavy crop of burley in southwestern Ontario had yet to be dealt with. The demand for curers had been successfully met in most cases.

In view of the general scarcity of help in the Province, there was some difficulty in meeting the orders for harvesters to go to the Prairies. However, about 1,400 men had been dispatched by the end of the month.

Logging.—Due to labour unrest in pulpwood camps, orders were not being placed to any extent. Once the difficulty was settled it was expected that the demand would be stepped up. One company had opened an office in Quebec City and was paying transportation.

The second group of displaced persons consigned to lumber camps had arrived and a third party was expected early in September.

Mining.—The demand for mine beginners and surface workers persisted in base and precious metal mining with little hope of filling orders.

Manufacturing.—Employers were showing a greater interest in hiring once the annual vacation period was passed and employment officers were expecting a fuller measure of employment during the winter months. Orders for skilled workers were mounting while unplaced applicants were diminishing in numbers.

Material shortages hindered industries dependent upon iron and steel, household appliances being among the most seriously affected. Agricultural implement plants were in great need of more workers as labour turnover was high. Machine tool tradesmen were in firm demand in most areas but semi-skilled workers were not readily placed. Foundry workers continued to be in short supply.

While some furniture plants were slack there had been a marked increase in the demand for skilled workers in Toronto, Kitchener and Stratford.

The textile industry in general and the hosiery plants in particular remained at the top of the labour shortage list, with no sign of appeasement. Shoe manufacturers were confronted with a hide shortage while small leather goods firms reported a slow market and were looking to the fall and Christmas activity to stimulate trade. Raw materials in the rubber industry were more plentiful and the demand for workers steady.

Canning plants were seriously concerned by the shortage of help. Operators at New Toronto, Niagara Falls, Trenton and Belleville, estimated that they needed approximately 2,000 more workers. Special buses to nearby towns and the transference of workers from other areas had been of great help. Swifts Canadian at Toronto was engaged in a labour dispute which started August 27.

Construction.—Residential and industrial construction projects were being pushed to completion although somewhat retarded by the lack of skilled workers and the short supply of structural steel, nails, and plumbing fixtures. The flow of lumber had shown improvement. Also, there was a noticeable increase in the demand for construction labour throughout the region due to the withdrawal of student labour.

Transportation.—The demand for seamen on the Great Lakes was confined largely to replacements.

Prairie Region

Agriculture which was at its seasonal peak, was drawing off essential workers from other industries thus having an adverse effect on general production.

Agriculture.—Grain harvesting was in full swing. Insufficient labour supply during the peak period was seriously hampering progress. Offsetting this factor, however, was the excellent weather which allowed harvesting to proceed without stoppages. As work was finished in one area workers were moved to other points. The general shortage of labour had resulted in an upward revision of wage schedules, some districts reporting that as high as \$8 per day was being offered.

Logging.—Although activities were at a low ebb the demand for workers remained high. It was feared that there may be a scarcity of blacksmiths and qualified cooks when the cutting season begins. New camps were being erected and roads built.

Mining.—Good steady labour and certificated miners were in demand in all areas. This situation, which had existed throughout the year, became more acute as students left to resume their studies. Once harvesting will be completed, it was expected that many miners who had temporarily left would return to the mines. In order to attract workers, coal operators at Blairmore were taking measures to supply living quarters.

Manufacturing.—Saw and planer mills had an adequate labour force although currently affected by the exodus of workers to the farms. Small saw mill operators reported less favourable market conditions, the demand for poplar lumber having fallen off considerably.

Production in pulp and paper mills continued at a high level and absenteeism was on the decline. Some mills, however, were having difficulty in retaining their woodyard crews despite a high wage scale. The lack of suitable housing for married men was a contributing factor to this situation.

The production of construction materials such as brick, tile and sash and door materials was being successfully pushed forward. Heavy labourers were required at most rolling mills in the Winnipeg area, some of which forecast operations on a 24-hour basis for the next year.

Construction.—Work was progressing on residential construction with many units

having been completed. As an indication of the improved flow of materials, homes were being started even at this late date.

Industrial projects were generally behind schedule but contractors were working to have buildings closed in so that activity could be continued on into the winter months.

Highway construction and maintenance work was moving forward although retarded by a shortage of road building materials and operators of heavy machinery.

Skilled carpenters, plasterers and bricklayers were in short supply, but generally speaking, there was a balance of labour and materials available. Skilled carpenters, plasterers and bricklayers had been in greatest demand.

Transportation.—It was reported that approximately 3,000,000 bushels of wheat and 4,000,000 feet of lumber had been moved to Churchill and were ready for overseas shipment.

Extra gang labourers and boilermakers were in great demand by railway companies while steamship operators were placing orders for seamen, especially firemen.

The passenger season on Lake Winnipeg was over but boats had heavy commitments for mine and trading companies.

Pacific Region

Industrial production was forging ahead highlighted by peak activity in agriculture and fishing. General employment was at a high level.

Agriculture.—Labour shortages and wet weather had prolonged haying operations and considerable damage was done to the crop. There was a fair demand for farm and dairy hands but no applicants were available.

Pears and canteloupes were moving in volume from the southern part of the Okanagan Valley and prospects for the peach crops were excellent. Labour demands were easily met in the early part of the season by transient labour but when tree fruits started to mature rapidly towards the end of the period it became difficult to supply immediate needs.

A large bean and pea crop had been successfully harvested in the Delta area. At Chilliwack several thousand pickers were working in the hop fields; more workers were needed but no difficulty was anticipated in obtaining them.

Fishing.—The season's total pack of all varieties of salmon at the end of August showed an increase of 187,512 cases over that of the comparative period in 1946. There was, however, a reduction in the number of

sockeye caught. Markets were already assured for this year's pack. Pilchards were scarce but tunas were being caught in increasing numbers. Halibut landings were slightly higher than last season and prices were favourable. Herring seining and canning was about to begin with no difficulty expected in marketing the total catch.

Logging.—The satisfactory negotiating of the 1947 agreements in the three major forest areas in the Pacific region placed the wage scale higher than in other industries. B.C. forest fire losses were down 20 per cent from last year's due to the lack of prolonged hot spells and the extra precautions taken. Bush labour had been made available through clearance to Edmonton but skilled workers were always readily absorbed.

The Provincial Forestry Branch needed more workers for the extensive reforestation program which had been undertaken. Considerable difficulty was encountered in meeting their needs.

Mining.—Coal mining presented a picture of steady demand for workers at most points. The T'Sable River mine which was showing promise of becoming a major producer, was having trouble in getting workers as roads leading to the mine from nearby towns were in poor condition. Strip mining in the Cranbrook and Princeton areas reported a shortage of surface workers, shovel operators and truckers.

Employment opportunities in base metal mining were increasing as students withdrew.

All major quartz operators were concerned about the shortage of help which was hindering expansion. Gold placer operators were more fortunate and work was expected to continue until freeze up. The Yukon Consolidated workings at Dawson reported that production had increased over the last year, due to the lack of labour disputes. A new large gold washing plant was en route to Quesnel, the sight of a promising new field which it was expected would require a large number of workers in the coming season.

Manufacturing.—Employment at drydocks in the Vancouver and Victoria areas remained high and as requirements decreased at one point the men were readily absorbed at another. Much of the work was repairs on tugs and small commercial crafts. There were noticeable shortages of ship's joiners, shipwrights and welders.

All fruit and vegetable packing and canning plants, with the exception of Swifts Canadian Co., were working at capacity.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	447	227	526	445	302	27	669
Charlottetown.....	277	136	375	326	201	24	466
Summerside.....	170	91	151	119	101	3	203
Nova Scotia	3,254	1,603	4,749	3,966	2,110	162	9,662
Amherst.....	48	12	197	70	42	.....	390
Bridgewater.....	32	37	110	63	6	2	179
Dartmouth.....	213	141	268	237	170	9	445
Glace Bay.....	114	.....	261	142	114	.....	1,030
Halifax.....	1,164	802	1,384	1,068	555	49	2,319
Inverness.....	80	64	114	32	26	.....	240
Kentville.....	215	184	212	155	63	1	546
Liverpool.....	25	12	108	18	4	8	138
New Glasgow.....	499	40	694	789	443	19	1,292
New Waterford.....	19	.....	139	33	19	.....	357
North Sydney.....	49	13	97	57	42	.....	206
Pictou.....	32	4	94	43	34	.....	180
Springhill.....	27	2	93	27	17	1	225
Sydney.....	461	56	540	791	364	73	1,027
Sydney Mines.....	97	5	97	149	95	.....	436
Truro.....	164	188	212	209	101	.....	143
Yarmouth-Sheburne.....	15	43	129	83	15	.....	509
New Brunswick	3,008	3,061	3,353	2,734	1,492	131	3,822
Bathurst.....	53	42	113	47	38	3	246
Campbellton.....	292	165	114	247	105	22	129
Edmundston.....	43	616	28	27	20	.....	67
Fredericton.....	272	293	173	190	122	.....	99
Minto.....	121	114	72	82	76	.....	39
Moncton.....	765	711	1,295	929	455	52	1,181
Newcastle.....	30	25	61	36	15	.....	186
Saint John.....	965	608	1,181	976	536	54	1,736
St. Stephen.....	55	165	60	27	19	.....	64
Sussex.....	60	36	37	27	21	.....	31
Woodstock.....	352	286	119	146	85	.....	44
Quebec	29,138	30,004	23,058	19,676	10,979	761	22,952
Asbestos.....	302	245	35	32	24	.....	44
Beauharnois.....	298	232	156	125	93	.....	148
Buckingham.....	87	66	82	71	44	.....	80
Causapscal.....	5	38	35	14	3	.....	72
Chandler.....	14	2,305	50	18	2	.....	109
Chicoutimi.....	864	676	311	248	144	.....	246
Coaticook.....	47	71	47	42	32	.....	40
Dolbeau.....	65	98	27	4	5	.....	42
Drummondville.....	531	242	499	431	284	.....	309
East Angus.....	82	38	170	76	61	.....	78
Farnham.....	101	142	25	23	12	.....	34
Granby.....	181	317	124	101	69	.....	82
Hull.....	881	257	626	326	160	.....	1,023
Joliette.....	376	375	159	175	78	13	.....
Jonquiere.....	186	117	109	58	33	.....	132
Lachute.....	146	81	280	198	72	.....	178
La Malbaie.....	209	132	119	110	105	.....	54
La Tuque.....	89	51	55	28	26	.....	62
Levis.....	123	155	361	141	76	.....	527
Louiseville.....	76	58	91	62	43	.....	106
Magog.....	155	222	74	123	56	.....	95
Matane.....	140	356	106	82	80	.....	59
Megantic.....	102	75	202	150	46	.....	29
Mount Laurier.....	89	60	47	41	48	.....	33
Montmagny.....	68	70	286	85	82	.....	87
Montreal.....	14,999	15,964	10,524	9,709	5,529	603	7,848
Plessisville.....	50	51	60	32	18	.....	33
Port Alfred.....	80	54	46	20	20	.....	55
Quebec.....	2,654	1,968	2,912	2,704	1,184	.....	4,193
Richmond.....	133	93	45	47	29	7	24
Rimouski.....	660	553	202	171	8	100	103
Riviere du Loup.....	477	518	81	43	22	.....	123
Rouyn.....	846	605	602	447	214	.....	193
Ste. Agathe.....	150	103	97	101	75	.....	26
Ste. Anne de Bellevue.....	71	80	49	39	20	.....	68
Ste. Therese.....	349	303	237	223	212	.....	83
St. Georges de Beauce.....	62	74	100	67	64	.....	118
St. Hyacinthe.....	238	450	221	166	112	.....	228
St. Jean.....	386	400	638	446	292	.....	173
St. Jerome.....	226	131	315	259	125	.....	187
St. Joseph d'Alma.....	54	26	62	35	24	.....	79
Shawinigan Falls.....	272	62	396	290	196	.....	553
Sherbrooke.....	728	383	434	534	306	33	144
Sorel.....	294	188	373	240	171	342
Thetford Mines.....	88	106	189	152	58	3	231

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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Three Rivers.....	400	190	502	469	150	2	3,462
Val d'Or.....	624	895	197	129	67		145
Valleyfield.....	302	227	401	235	179		477
Victoriaville.....	278	121	289	264	231		171
Ontario	61,054	55,789	36,721	35,976	20,337	2,370	23,283
Amprior.....	144	213	102	122	86	2	39
Barrie.....	317	134	221	260	203		63
Belleville.....	404	299	247	288	110		235
Bracebridge.....	283	148	185	221	160		35
Brampton.....	82	139	47	43	33		44
Brantford.....	1,080	1,033	568	501	252	80	228
Brockville.....	265	146	197	162	102	12	66
Carleton Place.....	41	37	45	45	32		26
Chatham.....	792	681	275	285	209	2	191
Cobourg.....	79	42	86	64	54	2	54
Collingwood.....	75	38	44	30	22		86
Cornwall.....	693	177	1,003	1,007	483	27	397
Dunnville.....	297	281	82	90	60		15
Fergus.....	50	93	33	21	17	1	10
Fort Erie.....	108	49	137	86	73		97
Fort Frances.....	160	117	131	130	93		33
Fort William.....	668	1,002	496	462	271	10	269
Galt.....	353	571	124	90	34		92
Gananoque.....	50	5	48	56	34	12	25
Goderich.....	128	122	112	124	77	4	19
Guelph.....	553	446	375	403	249		144
Hamilton.....	4,981	4,460	3,036	3,679	1,564	279	1,552
Hawkesbury.....	70	118	58	80	15	1	84
Ingersoll.....	48	80	95	80	38		29
Kapuskasing.....	529	622	66	58	20	3	45
Kenora.....	507	540	103	100	60		102
Kingston.....	780	341	735	734	443	13	717
Kirkland Lake.....	526	405	394	407	252	11	169
Kitchener-Waterloo.....	1,109	1,355	356	432	241	17	111
Leamington.....	225	1,209	115	130	77	4	70
Lindsay.....	84	52	59	94	45		83
Listowel.....	48	78	41	40	20		33
London.....	2,067	1,969	1,210	1,534	816	110	570
Midland.....	144	132	92	92	58		48
Napanee.....	46	55	48	60	43		40
Newmarket.....	251	278	63	62	33		38
New Toronto.....	1,940	1,847	506	420	292		275
Niagara Falls.....	767	705	365	369	199	4	316
North Bay.....	483	358	358	332	271	13	94
Orillia.....	196	156	201	167	84	16	178
Oshawa.....	719	468	1,083	672	411	10	1,381
Ottawa.....	2,445	1,856	2,094	1,621	684	128	3,543
Owen Sound.....	211	199	197	183	93	1	111
Parry Sound.....	107	63	61	63	34		45
Pembroke.....	693	546	350	321	199		166
Perth.....	162	73	309	253	125	6	55
Peterborough.....	626	293	764	832	394		327
Pictou.....	76	56	61	47	26		55
Port Arthur.....	1,816	3,190	598	474	363		347
Port Colborne.....	96	138	92	101	52	2	172
Port Hope.....	31	31	29	12	7		23
Prescott.....	161	126	126	151	86		52
Renfrew.....	61	126	126	151	86		59
St. Catharines.....	1,033	672	835	719	413	2	706
St. Thomas.....	564	459	260	284	169	5	121
Sarnia.....	379	374	237	304	227		122
Sault Ste. Marie.....	530	1,152	524	400	318		295
Simcoe.....	1,127	582	627	614	537	31	58
Sioux-Lookout.....	33	24	22	20	20		9
Smiths Falls.....	74	56	124	80	60		123
Stratford.....	448	235	327	335	118	135	114
Sturgeon Falls.....	125	20	138	125	107		61
Sudbury.....	1,992	2,347	892	836	577	39	531
Tilsonburg.....	269	62	167	126	125		24
Timmins.....	1,706	1,417	838	747	640	33	383
Toronto.....	20,170	17,970	9,996	10,034	5,820	1,124	4,389
Trenton.....	177	172	135	175	110		59
Walkerton.....	130	150	80	21	10		91
Wallaceburg.....	171	413	85	101	35		244
Welland.....	630	478	406	468	205	7	111
Weston.....	312	304	275	236	112		2,662
Windsor.....	1,843	529	2,253	2,041	878	224	55
Woodstock.....	381	481	127	86	59		
Manitoba	9,305	5,612	8,793	8,167	4,172	1,375	5,726
Brandon.....	829	671	557	588	410		254

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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Dauphin.....	132	135	149	135	46	16	152
Flin Flon.....	107	67	124	100	49	1	42
Portage la Prairie.....	252	183	245	223	72	20	137
Selkirk.....	65	45	42	41	20	5	43
The Pas.....	148	181	110	92	55	.....	65
Winnipeg.....	7,772	4,330	7,566	6,988	3,520	1,333	5,033
Saskatchewan.....	5,328	2,724	5,113	5,037	2,318	491	2,895
Estevan.....	225	158	137	123	121	.....	21
Moose Jaw.....	702	366	615	650	347	47	257
North Battleford.....	97	71	150	103	56	2	180
Prince Albert.....	352	288	627	597	143	22	580
Regina.....	1,905	715	1,692	1,843	816	304	425
Saskatoon.....	1,180	628	1,378	1,296	639	98	1,149
Swift Current.....	195	111	135	105	68	2	93
Weyburn.....	352	187	157	174	136	9	31
Yorkton.....	322	200	222	146	92	6	159
Alberta.....	7,673	4,040	7,150	6,784	3,782	718	3,455
Black Diamond.....	19	5	22	14	14	.....	16
Blairmore.....	174	404	25	17	14	.....	33
Calgary.....	3,015	1,183	2,684	2,815	1,607	352	1,412
Drumheller.....	135	71	159	84	71	.....	52
Edmonton.....	3,052	1,449	3,426	3,093	1,547	352	1,604
Edson.....	185	170	35	29	19	.....	28
Lethbridge.....	582	245	477	444	360	13	157
Medicine Hat.....	320	275	208	175	72	1	123
Red Deer.....	191	238	114	113	78	.....	30
British Columbia.....	15,065	7,799	16,377	12,647	7,165	861	13,448
Chilliwack.....	241	76	222	202	171	15	98
Courtenay.....	151	113	92	59	33	.....	72
Cranbrook.....	120	142	104	118	78	.....	68
Dawson Creek.....	184	118	91	87	92	.....	19
Duncan.....	169	87	143	108	102	.....	65
Kamloops.....	395	293	188	138	144	.....	97
Kelowna.....	110	35	82	112	59	5	65
Nanaimo.....	209	154	177	213	152	3	118
Nelson.....	162	184	81	64	51	.....	88
New Westminster.....	680	425	1,093	794	256	29	1,407
North Vancouver.....	248	76	468	260	151	.....	566
Penticton.....	223	140	191	197	80	4	112
Port Alberni.....	321	238	250	190	107	.....	131
Prince George.....	896	393	785	775	713	5	20
Prince Rupert.....	238	86	263	283	240	4	132
Princeton.....	121	84	70	60	57	.....	14
Trail.....	177	194	281	232	195	5	167
Vancouver.....	8,820	3,795	10,337	7,623	3,822	706	8,514
Vernon.....	357	266	222	168	152	.....	81
Victoria.....	1,143	754	1,154	894	461	85	1,560
Whitehorse.....	91	143	83	70	49	.....	54
Canada.....	134,272	110,859	105,840	95,432	52,657	6,896	85,912
Males.....	92,132	70,548	76,307	67,131	40,179	2,874	60,069
Females.....	42,140	40,311	29,533	28,301	12,478	4,022	25,843

Pulp and paper mills were forging ahead despite the limited labour supply. A new pulp mill which was coming into production at Port Alberni was expected to provide permanent employment for 200 workers. Full production was expected to be reached by November 1 when an adequate supply of power would be available.

Construction.—In general, the higher class skills and members of the trowel trades were in constant demand and production was being maintained only by continual transfer of workers from job to job. The new wage scale

for carpenters working on out-of-town jobs should improve the situation in outlying areas.

Residential construction continued to taper off except at Trail and Kimberly where the Consolidated Mining and Smelting Corp. was constructing dwellings for employees.

The new water gas plant of the B.C. Electric Co., had been completed and work was starting on the building of coke ovens and installation of gas mains. It was expected that this would provide hundreds of jobs for

many months to come. Foundation work had started on the celanese plant in the Prince Rupert area. It was expected that at the cessation of the fishing activities, many would turn to work at this project.

Transportation.—The Vancouver area shipping activity had increased considerably resulting in a scarcity of cooks and certified officers for both deep sea and coastal operations.

Hours and Earnings, August, 1947

AVERAGE hourly earnings in the manufacturing industries of Canada were 81·3 cents at August 1, 1947. This figure was half a cent higher than the previous month's, and compared with 70 cents and 69·5 cents at August 1 in 1946 and 1945, respectively.

Average hours worked were 42·4, compared with 42 in the week ending July 1, and 43 in that of August 1, 1946.

Data were received by the Dominion Bureau of Statistics from 6,354 plants which indicated a staff of 780,234 persons paid by the hour, working a total of 33,118,949 hours in the week ending August 1, for which they were paid the sum of \$26,927,150. In the week of July 1, these firms had had 774,805 hourly-rated employees, whose working time was

given as 32,574,510 hours for which they received \$26,321,426.

The weekly wages of the wage-earners for whom data were available at August 1 averaged \$34.47, as compared with \$33.94 in the week of July 1, \$30.10 at August 1, 1946, and \$30.79 at August 1, 1945. Thus the average weekly wages of the hourly-rated wage-earners employed by the co-operating manufacturers showed increases amounting to 14·5 per cent in the 12 months' comparison, and to 12 per cent in the 24 months' comparison.

Hours Worked.—The hours worked by the hourly-rated wage-earners employed by leading manufacturers at August 1 aggregated 33,118,949, a total which was 1·7 per cent

TABLE 1.—AVERAGE HOURS AND EARNINGS OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	c.	c.	c.
Nov. 1, 1944.....	46·3	47·0	45·3	70·3	77·7	60·1
Dec. 1.....	46·3	46·9	45·5	70·5	77·9	60·4
*Jan. 1, 1945.....	39·6	39·7	39·5	70·0	77·1	80·9
Feb. 1.....	45·4	46·0	44·7	70·1	77·8	60·3
Mar. 1.....	45·8	46·5	45·0	70·1	77·8	60·3
*Apr. 1.....	43·6	44·2	42·7	70·4	78·0	60·9
May 1.....	45·5	46·2	44·5	70·5	78·2	60·9
June 1.....	44·3	44·7	43·9	70·3	77·5	61·4
July 1.....	44·3	45·0	43·3	70·1	77·0	61·2
Aug. 1.....	44·3	44·7	43·7	69·5	76·9	60·7
Sept. 1.....	44·1	44·2	44·0	69·2	76·5	60·9
Oct. 1.....	44·7	45·0	44·5	67·8	75·4	60·4
Nov. 1.....	44·9	45·3	44·6	67·5	74·8	60·6
Dec. 1.....	44·8	44·9	44·6	67·0	74·0	60·6
*Jan. 1, 1946.....	38·1	37·5	38·7	67·9	74·7	61·7
Feb. 1.....	44·1	44·4	43·8	68·1	75·2	61·3
Mar. 1.....	44·0	44·2	43·9	67·9	74·5	61·5
Apr. 1.....	44·4	44·6	44·2	68·4	75·1	61·8
*May 1.....	43·0	43·2	42·8	68·9	75·5	62·4
June 1.....	42·0	42·1	41·9	69·1	75·1	63·3
July 1.....	42·4	42·8	42·1	70·0	75·7	64·1
Aug. 1.....	43·0	43·2	42·8	70·0	75·8	64·4
Sept. 1.....	42·7	42·6	42·7	70·6	76·5	65·1
Oct. 1.....	42·9	42·8	42·9	71·4	77·8	65·7
Nov. 1.....	42·4	42·5	42·3	72·9	79·4	66·7
Dec. 1.....	43·2	43·2	43·2	74·5	81·8	67·6
*Jan. 1, 1947.....	38·1	38·0	38·1	76·3	83·3	69·4
Feb. 1.....	43·2	43·2	43·1	76·4	83·5	69·4
Mar. 1.....	43·4	43·6	43·2	77·1	84·2	69·9
Apr. 1.....	43·2	43·4	43·1	77·6	84·8	70·5
May 1.....	43·2	43·3	43·1	78·3	85·4	71·2
June 1.....	42·9	43·0	42·7	79·9	86·2	73·4
July 1.....	42·0	42·5	41·6	80·8	86·8	74·7
Aug. 1.....	42·4	42·6	42·3	81·3	87·7	74·8

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter holidays in the case of April 1, 1945, and May 1, 1946.

above that of 32,574,510 reported for the week ending July 1. There were considerable increases in the hours stated as having been worked in the animal and vegetable food, lumber, pulp and paper, textile, beverage, clay, glass and stone, tobacco, petroleum and certain other classes. The trend was downward, however, in the aggregate hours reported by manufacturers of electrical apparatus, chemical and iron and steel products. In most cases, the indicated changes were seasonal in character, frequently being associated with the holiday factor.

The hours reported by plants turning out heavy manufactured goods in the week of August 1 aggregated 16,603,266, a figure exceeding by 0.6 per cent that of 16,507,314 indicated in the July 1 data from the same firms. In the non-durable manufactured goods division, the hours were given as 16,515,683; this was greater by 2.8 per cent than the total of 16,067,196 worked by persons employed in the same plants in the week of July 1. The increase in both categories, but particularly in the light manufacturing division, was due in part to the resumption of operations on a more usual scale in Quebec

following the St. Jean Baptiste holiday which had fallen in the preceding period of observation.

Hourly Earnings.—The weekly earnings of hourly-rated wage-earners reported in manufacturing at August 1 were stated at \$26,927,150. This was greater by 2.3 per cent than the sum of \$26,321,426 disbursed in hourly wages by the same manufacturers in the week of July 1. The respondents classed in the durable manufactured goods division disbursed a total of \$14,567,705 in weekly wages among their hourly-rated personnel; as compared with the sum of \$14,320,776 which they had distributed in the week of July 1, there was an increase of 1.7 per cent. Firms in the non-durable manufactured goods industries reported weekly wages aggregating \$12,359,445, an amount which exceeded by three per cent their July 1 total of \$12,000,650. As already indicated, the payment of higher rates in several industries in the light and the heavy manufacturing industries was a factor contributing to the larger wage payments reported at the date under review, when the longer working time also contributed to the increases. The hourly average

TABLE 2.—AVERAGE WEEKLY SALARIES AND WAGES, AND AVERAGE WEEKLY WAGES OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	All Manufactures†		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages
Nov. 1, 1944.....	\$33.13	\$32.55	\$36.67	\$36.52	\$28.99	\$27.23
Dec. 1.....	33.29	32.64	36.83	36.54	29.23	27.48
*Jan. 1, 1945.....	30.11	27.72	32.77	30.61	27.05	24.06
Feb. 1.....	32.98	31.83	36.44	35.79	29.06	26.95
Mar. 1.....	33.50	32.11	37.04	36.18	29.46	27.14
*Apr. 1.....	32.48	30.69	35.78	34.48	28.73	26.07
May 1.....	33.51	32.08	36.98	36.08	29.58	27.10
June 1.....	32.81	31.14	35.76	34.64	29.48	26.95
July 1.....	32.91	31.05	36.02	34.65	29.33	26.50
Aug. 1.....	32.65	30.79	35.67	34.37	29.33	26.53
Sept. 1.....	32.51	30.52	35.58	34.81	29.60	26.80
Oct. 1.....	32.45	30.31	35.57	33.93	29.61	26.88
Nov. 1.....	32.55	30.31	35.60	33.88	29.84	27.03
Dec. 1.....	32.32	30.02	35.20	33.23	29.83	27.03
*Jan. 1, 1946.....	29.32	25.87	31.30	28.01	27.57	23.88
Feb. 1.....	32.29	30.03	35.23	33.39	29.69	26.85
Mar. 1.....	32.29	29.88	34.90	32.93	29.98	27.00
Apr. 1.....	32.69	30.37	35.34	33.49	30.30	27.32
*May 1.....	32.10	29.63	34.51	32.62	29.89	26.67
June 1.....	31.67	29.02	33.79	31.62	29.80	26.52
July 1.....	32.21	29.68	34.39	32.40	30.23	26.99
Aug. 1.....	32.53	30.10	34.62	32.75	30.68	27.56
Sept. 1.....	32.69	30.15	34.65	32.59	30.82	27.30
Oct. 1.....	33.06	30.63	35.43	33.30	31.08	28.19
Nov. 1.....	33.32	30.91	35.83	33.75	31.17	28.21
Dec. 1.....	34.43	32.18	37.15	35.34	32.07	29.20
*Jan. 1, 1947.....	32.23	29.07	34.40	31.65	30.29	26.44
Feb. 1.....	35.22	33.00	37.91	36.07	32.82	29.91
Mar. 1.....	35.69	33.46	38.48	36.71	33.17	30.20
Apr. 1.....	35.87	33.52	38.59	36.80	33.38	30.39
May 1.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1.....	36.52	34.28	38.91	37.07	34.32	31.11
July 1.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1.....	36.85	34.47	39.28	37.36	34.65	31.64

† Exclusive of electric light and power.

*See footnote to Table 1.

TABLE 3.—AVERAGE HOURS AND EARNINGS BY INDUSTRY
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners ^a Working Hours Shown in Col. 1
	Aug. 1 1947	July 1 1947	Aug. 1 1946	Aug. 1 1947	July 1 1947	Aug. 1 1946	Aug. 1 1947	July 1 1947	Aug. 1 1946	
	(1) no.	(2) no.	(3) no.	(4) c.	(5) c.	(6) c.	(7) \$	(8) \$	(9) \$	(10) no.
Manufacturing	42.4	42.0	43.0	81.3	80.8	70.0	34.47	33.94	30.10	750,234
*Durable-manufactured goods.....	42.6	42.5	43.2	87.7	86.8	75.8	37.36	36.89	32.75	389,498
Non-durable manufactured goods.....	42.3	41.6	42.8	74.8	74.7	64.4	31.64	31.08	27.56	390,736
Animal products—edible.....	42.8	43.8	42.8	74.5	74.4	65.3	31.89	32.59	27.95	26,658
Dairy products.....	48.0	47.6	47.4	66.6	66.2	60.9	31.78	31.51	28.87	6,984
Meat products.....	40.8	42.0	40.2	83.0	83.4	72.0	33.86	35.03	28.94	15,995
Leather products.....	40.4	39.5	41.8	63.6	63.6	56.2	25.69	25.12	23.49	22,690
Leather boots and shoes.....	40.5	39.2	42.3	59.3	59.9	53.4	24.02	23.48	22.59	13,902
*Lumber products.....	42.6	42.0	43.7	74.5	72.7	65.6	31.74	30.53	28.67	67,224
Rough and dressed lumber.....	42.7	41.9	44.0	78.0	75.5	68.5	33.31	31.63	30.14	39,336
Containers.....	42.1	42.5	43.9	71.3	68.3	63.2	30.02	29.03	27.74	8,267
Furniture.....	42.7	42.5	43.2	70.0	70.2	61.7	29.89	29.84	26.65	12,338
*Musical instruments.....	45.2	42.3	45.2	65.8	66.0	57.9	29.74	27.92	26.17	825
Plant products—edible.....	41.7	41.2	41.5	64.4	64.9	57.5	26.85	26.74	23.86	46,937
Flour and other milled products.....	44.5	45.2	45.7	79.6	77.9	66.5	35.42	35.21	30.39	6,973
Fruit and vegetable preserving.....	38.9	36.0	37.3	60.3	62.0	53.5	23.46	22.32	19.96	14,556
Bread and bakery products.....	42.9	42.2	43.5	61.8	61.8	56.5	26.61	26.08	24.58	12,830
Chocolate and cocoa products.....	40.9	41.0	39.8	56.5	56.2	52.5	23.11	23.04	20.90	5,514
Pulp and paper products.....	46.1	45.7	46.2	91.5	91.5	77.7	42.18	41.82	35.90	85,030
Pulp and paper.....	50.0	49.8	50.0	99.5	99.8	83.8	49.75	49.70	41.90	45,109
Paper products.....	42.5	42.0	43.2	70.7	69.7	58.7	30.05	29.27	25.36	16,662
Printing and publishing.....	41.0	40.7	41.3	88.1	88.6	77.7	36.12	36.06	32.09	23,259
Rubber products.....	41.4	40.2	42.9	90.1	88.6	65.7	37.30	35.62	28.19	19,829
Textile products.....	40.2	39.1	41.4	62.4	61.8	55.0	25.08	24.16	22.77	119,659
Thread, yarn and cloth.....	42.9	41.3	45.0	61.9	61.1	53.8	26.56	25.23	24.21	49,677
Cotton yarn and cloth.....	42.9	39.8	45.8	60.5	60.2	52.8	25.95	23.06	24.13	19,847
Woolen yarn and cloth.....	43.5	42.1	43.1	62.4	61.8	54.0	27.14	26.02	23.65	12,897
Silk and artificial silk goods.....	42.2	42.6	45.1	63.7	61.4	54.7	26.88	26.16	24.67	12,856
Hosiery and knit goods.....	39.7	39.3	40.4	58.1	58.3	51.3	23.07	22.91	20.73	20,473
Garments and personal furnishings.....	37.0	36.1	38.4	64.1	63.0	58.0	23.72	22.74	22.27	36,697
Tobacco.....	41.4	35.3	43.8	62.3	63.2	63.1	25.79	22.31	23.26	7,349
Beverages.....	43.0	41.7	43.7	82.7	81.5	68.5	35.66	33.99	29.93	12,587
Distilled and malt liquor.....	42.4	40.9	43.1	85.9	84.4	70.2	36.42	34.52	30.26	10,711
Chemicals and allied products.....	42.8	42.5	43.2	80.9	80.2	69.7	34.63	34.09	30.11	25,493
Drugs and medicines.....	42.0	41.7	42.0	70.6	70.0	57.3	29.65	29.19	24.07	4,548
*Clay, glass and stone products.....	44.6	43.4	43.4	80.9	79.4	68.2	36.08	34.46	29.60	17,687
Glass products.....	43.8	42.0	42.2	76.7	76.5	65.4	33.59	32.13	27.60	5,998
Lime, Gypsum and Cement products.....	46.7	45.3	—	80.4	76.9	—	37.55	34.84	—	4,125
*Electrical apparatus.....	40.8	41.2	42.7	85.8	83.7	69.1	35.01	34.48	29.51	37,208
Heavy electrical apparatus ¹	41.6	42.0	44.9	95.5	89.9	71.6	39.73	37.76	32.15	9,250
*Iron and steel products.....	42.7	42.7	43.0	92.4	91.7	80.3	39.45	39.16	34.53	229,620
Crude, rolled and forged products.....	45.4	44.3	42.3	92.7	92.9	79.7	42.09	41.15	33.71	31,631
Primary iron and steel.....	45.9	44.4	42.0	93.9	94.3	81.8	43.10	41.87	34.36	26,152
Machinery (other than vehicles).....	43.6	43.7	44.6	86.0	85.2	73.1	37.50	37.23	32.60	22,528
Agricultural implements.....	41.5	41.6	41.6	96.2	95.0	82.9	39.92	39.52	34.49	13,783
Land vehicles and aircraft.....	41.1	42.3	42.6	98.6	97.2	86.5	40.52	41.12	36.85	81,969
Railway rolling stock.....	42.8	44.0	44.1	93.8	94.8	84.3	40.15	41.71	37.18	35,476
Automobiles and parts.....	40.8	40.5	41.0	105.2	101.5	90.8	42.92	41.11	37.23	37,763
Aeroplanes and parts.....	35.5	43.5	41.3	89.7	90.7	83.0	31.84	39.45	34.28	7,943
Steel shipbuilding and repairing.....	44.6	42.5	43.9	93.1	93.7	83.4	41.52	39.82	36.61	21,165
Iron and steel fabrication n.e.s.....	42.5	42.8	42.9	89.0	88.2	79.0	37.83	37.75	33.89	8,289
Hardware, tools and cutlery.....	42.6	42.6	42.5	80.7	79.8	69.3	34.38	33.99	29.45	11,128
Foundry and machine shop products.....	43.0	41.5	43.9	90.8	90.1	76.6	39.04	37.39	33.63	6,642
Sheet metal work.....	42.2	41.4	42.9	81.5	80.5	69.9	34.39	33.33	29.99	12,500
*Non-ferrous metal products.....	42.7	43.0	43.6	88.6	87.2	76.0	37.83	37.50	33.14	36,934
Preparation of non-ferrous metallic ores.....	43.6	43.9	45.1	102.2	99.9	89.0	44.56	43.86	40.14	10,516
Aluminum and its products.....	43.9	44.4	44.3	84.8	85.4	75.4	37.23	37.92	33.40	9,857
Brass and other non-ferrous metal products.....	41.6	41.9	—	84.5	83.0	—	35.13	34.78	—	9,426
Non-metallic mineral products.....	42.9	42.5	41.3	90.8	91.7	85.0	38.95	38.97	35.11	10,694
Petroleum and its products.....	41.4	40.6	39.0	99.4	100.6	94.6	41.15	40.84	36.89	6,483
Miscellaneous manufactured products.....	40.3	40.7	41.1	72.4	72.8	63.6	29.18	29.63	26.14	13,830
MINING	42.9	42.2	42.9	98.5	98.9	87.3	42.26	41.74	37.45	68,278
Coal.....	39.2	37.6	38.9	107.3	109.8	95.7	42.06	41.28	37.23	22,166
Metallic ores.....	44.8	44.5	45.4	100.9	101.0	88.4	45.20	44.95	40.13	33,640
Non-metallic minerals (except coal).....	44.3	43.8	45.1	78.3	77.3	68.1	34.69	33.86	30.71	12,472
Local Transportation²	45.6	45.8	46.5	83.6	84.5	71.5	38.12	38.70	33.25	30,715
Building Construction	40.7	38.8	40.4	90.9	90.7	82.7	37.00	35.19	33.41	79,219
Highway Construction	38.9	38.7	38.5	71.8	71.0	65.8	27.93	27.48	25.33	47,848
Services (as indicated below)	42.5	42.3	43.3	52.6	53.1	45.5	22.36	22.46	19.70	34,874
Hotels and restaurants.....	43.6	43.1	44.3	51.6	52.3	44.4	22.50	22.54	19.67	23,559
Personal (chiefly laundries).....	40.4	40.8	41.2	55.0	54.7	48.0	22.22	22.32	19.78	11,312

*The industries classed in the durable manufactured industries are indicated by an asterisk.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: June 1, 1947, 169.8; July 1, 1947, 170.6; Aug. 1, 1947, 181.2; Aug. 1, 1946, the index was 135.9. ² Chiefly street and electric railways. ³ For information respecting the sex distribution of the persons in recorded employment, see monthly reports on employment and payrolls.

TABLE 4.—AVERAGE HOURS AND EARNINGS BY PROVINCES AND CITIES

	Average Hours Worked			Average Hourly Earnings		
	August 1 1947	July 1 1947	August 1 1946	August 1 1947	July 1 1947	August 1 1946
Nova Scotia.....	44.7	45.2	43.1	76.0	75.4	67.1
New Brunswick.....	44.4	45.6	45.6	74.3	74.0	64.9
Quebec.....	43.9	42.3	44.9	73.7	73.9	64.8
Ontario.....	41.9	41.8	42.0	85.0	84.1	71.9
Manitoba.....	41.8	42.7	42.6	80.1	80.0	70.5
Saskatchewan.....	43.0	42.5	42.2	82.4	80.3	70.6
Alberta.....	41.5	42.7	41.5	79.2	79.9	72.2
British Columbia.....	39.0	39.5	40.9	98.4	96.0	85.7
Montreal.....	41.2	40.4	42.8	77.3	77.6	68.7
Toronto.....	40.2	40.7	40.7	84.1	83.7	71.8
Hamilton.....	41.9	41.5	41.8	87.1	86.0	71.8
Winnipeg.....	41.3	42.3	42.2	79.1	79.3	70.0
Vancouver.....	38.5	39.0	39.9	95.8	93.8	83.5

earnings in manufacturing as a whole showed a further advance, to 81.3 cents, the maximum in the record, which goes back only to November 1, 1944. The previous high figure was that of 80.8 cents indicated at July 1, while at August 1 in 1946 and 1945, the hourly averages were 70 cents and 69.5 cents, respectively. In the last year, the average rate per hour has risen by 16.1 per cent and in the 24 months, by 17 per cent.

The reported hourly earnings in the durable manufactured goods industries averaged 87.7 cents at the date under review, as compared with 86.8 cents at July 1, 1947, 75.8 cents at August 1, 1946, and 76.9 cents at August 1, 1945. In this class, small increases were indicated as compared with July 1 in several branches of the lumber, clay, glass and stone, electrical apparatus, iron and steel and non-ferrous metal industries. The largest rise was in the lumber division as a whole, in which the hourly rate advanced by 1.8 cents in the month, to 74.5 cents at the first of August.

In the production of light manufactured goods, the reported hourly earnings, at 74.8 cents, were slightly higher than at July 1, previously the high figure in the record. The mean at the first of August in 1946 was 64.4 cents, and that in 1945, 60.7 cents. In the 12 months, the increase amounted to 16.1 per cent, and that in the 24 months, to 23.2 per cent. As compared with the July 1 averages, there were advances in a considerable number of groups, notably in rubber, textiles and beverages. There were very general increases as compared with August 1 of last year.

Average Weekly Earnings.—Statistics of man-hours and hourly earnings are not available for all classes of wage-earners, but only for those workers for whom employers keep accurate records of hours worked, such workers being mainly those who are paid by the hour; in general, this restriction results

in the exclusion of salaried personnel. Among the classes of wage-earners for whom satisfactory records of hours worked are frequently not available are piece-workers in some but not all establishments, route-drivers, delivery men, etc. It may be noted that many firms state that the earnings of their wage-earners paid at other than hourly rates exceed those of their hourly-rated personnel; this is particularly the case among piece-workers. In general, however, the wage-earners for whom statistics are given in the present article form important proportions of the total personnel of the co-operating establishments. At August 1, the wage-earners for whom information on man-hours and hourly earnings were available made up 75.3 per cent of the total number of persons of all categories on the payrolls of the manufacturers furnishing monthly statistics of employment and payrolls at the same date; in the heavy manufactured goods division, the proportion was 78.9 per cent, and that in the light manufactured goods division, 72 per cent.

As compared with July 1, 1947, there was a rise of 51 cents in the weekly salaries-and-wages figure in manufacturing as a whole at the first of August as compared with that of 53 cents in the weekly earnings of the reported hourly-rated personnel. In the heavy manufactured goods industries, the indicated weekly salaries-and-wages figure advanced by 57 cents at August 1, when the reported weekly wages were higher by 47 cents than at July 1. In the non-durable manufactured goods division, the average weekly earnings of the persons on salaries and wages were increased by 47 cents in the month, during which the weekly earnings of the hourly-rated staffs of the co-operating establishments rose by 56 cents.

In comparison with August 1 of last year, the latest figures of hourly wages show rather larger percentage increases than were reported

Industrial Division

All Manufacturing
Durable Manufactured Goods.....
Non-Durable Manufactured Goods.....

Increases at August 1, 1947 as compared with							
August 1, 1946				August 1, 1945			
Salaries	Weekly	Salaries	Weekly	Salaries	Weekly	Salaries	Weekly
and Wages	Wages	and Wages	Wages	and Wages	Wages	and Wages	Wages
\$	p.c.	\$	p.c.	\$	p.c.	\$	p.c.
4.32	13.3	4.37	14.5	4.20	12.9	3.68	12.0
4.66	13.5	4.61	14.1	3.61	10.1	2.99	8.7
3.97	12.9	4.08	14.8	5.32	18.1	5.11	19.3

in the more general figure of salaries and wages. Since August 1, 1945, however, the average weekly salaries and wages in manufacturing have advanced to a rather greater extent than the weekly wages of hourly-rated wage-earners. This is also the case in the heavy manufactured goods industries, where curtailment in premium overtime work for wage-earners has been a factor of considerable weight, while the relaxation of wartime controls on salaries has had a buoyant effect upon the earnings of persons in that category; another factor no doubt is the employment of smaller numbers of salaried workers. In the non-durable manufactured goods division, on the other hand, the average weekly wages of hourly-rated wage-earners showed an increase of 19.3 per cent at August 1, 1947, as compared with the same date in 1945; since then the rise in the combined salaries-and-wages figure has amounted to 18.1 per cent.

Non-Manufacturing Industries

The proportions of wage-earners in the non-manufacturing industries paid by the hour are smaller than in the case of the manufacturing industries, with the result that records of hours worked are frequently not available for such persons. Thus the representation of the non-manufacturing industries in the monthly statistics of man-hours and hourly earnings is smaller than in the manufacturing division.

There was a further increase in employment in the extraction of coal at August 1, when the aggregate hours and earnings were also higher. The average working time advanced from 37.6 hours in the week of July 1 to 39.2 in that of August 1, as compared with 38.9 a year earlier; the latest average hourly rate was \$1.073, rather lower than the July 1 figure of \$1.098 cents, but higher than the mean of \$0.957 indicated at August 1, 1946. The number of wage-earners reported in metallic ore mining was larger than at July 1, and there were also increases in their aggregate hours and wages; the average hours rose from 44.5 in the week of July 1, to 44.8 in that of August 1, when the average earnings stood at \$1.009 per hour, as compared with \$1.001 at July 1. At August 1 in 1946, the mean was 88.4 cents.

Firms in the miscellaneous non-metallic mineral mining group showed an increase of one cent in the hourly average earnings of their hourly-rated wage-earners, bringing the rate to 78.3 cents.

There was a moderate advance in the number of wage-earners reported in the local transportation group, in which the co-operating firms belong largely in the street and electric railway division; the average working time, however, declined by one-fifth of an hour, while the average hourly rate fell by nine-tenths of a cent, to 83.6 cents at August 1, as compared with 71.5 cents at the same date in 1946. The building contractors furnishing statistics indicated the employment of 79,219 hourly-rated wage-earners, a gain of 5.2 per cent over the number they had reported at July 1. The aggregate hours and weekly wages also showed considerable increases; the working time advanced from an average of 38.8 hours in the week of July 1, to 40.7 in that of August 1, when the average hourly rate stood at 90.9 cents, slightly above the rate of 90.7 cents at July 1, also exceeding the August 1, 1946, mean of 82.7 cents. In connection with the rate in building construction, it will be recalled that the industry employs considerable numbers of unskilled and casual workers, as well as many skilled tradesmen at high rates of pay. In highway construction and maintenance work, the reported numbers of wage-earners showed an important increase, accompanied by longer working time, and the payment of larger amounts in wages. The average hours indicated rose from 38.7 in the week of July 1 to 38.9 in that of August 1, as compared with 38.5 hours 12 months previously. The average hourly rate in this industry at August 1 was at 71.8 cents, as compared with the mean of 71 cents at July 1, and 65.8 cents at August 1, 1946. Activity in hotels and restaurants seasonally advanced, there being increases in the reported numbers of hourly-rated wage-earners, in their aggregate hours and their weekly wages. The average hours rose from 43.1 in the week of July 1, to 43.6 in that of August 1, but the average hourly rate fell from 52.3 cents a month earlier, to 51.6 cents in the week of August 1, as compared

with 44.4 cents at August 1, 1946, and 41.1 cents at August 1, 1945. In the laundry and dry-cleaning division, there was a small reduction in the number of hourly-rated wage-earners reported by the co-operating firms;

their average hours declined from 40.8 in the week of July 1, to 40.4 in that of August 1, when the hourly rate was 55 cents, as compared with 54.7 in the week of July 1, 1947, and 48 cents in the week of August 1, 1946.

Labour Income in June, 1947

THE total of wages, salaries and supplementary labour income received by residents of Canada in June has been estimated by the Dominion Bureau of Statistics at \$497 million. This is \$14 million more than the estimate for May and \$76 million or 18 per cent above the estimate for June 1946.

Between June 1, 1946 and June 1, 1947 the number of paid workers employed in Canada increased by about four per cent. This indicates that the average income of wage earners has not increased as much as total labour income. In the same period the cost of living index rose by about 9 per cent, so that the rise in prices to a considerable extent offsets the increase in workers' incomes.

Estimates of labour income include all wages, salaries and supplementary remuneration for employees' service, by months. Salaries and wages include bonuses and commissions and are reckoned before deductions for income tax, employee contributions to unemployment insurance and employee contribu-

tions to other social security schemes. Supplementary labour income consists of all other employers' expenditures in cash or in kind that can be regarded as compensation for the employees' services. Examples of the latter are: employers' contributions to unemployment insurance; clothing and living accommodation or cash allowances for these provided by employers; and other benefits such as discounts and free insurance, etc., accruing to employees by reason of their employment.

An account of the methods used in computing labour income appeared in last month's LABOUR GAZETTE (p. 1262).

Comparison of Six-Month Totals

Total labour income for the first half of 1947 is estimated at \$2,845 million. This is 17 per cent or \$410 million more than labour income in the same period of last year.

More than half the increase occurred in manufacturing and trade, the two groups accounting for \$219 million of the difference of \$410 million. On a relative basis the greatest

MONTHLY ESTIMATES OF LABOUR INCOME

(\$ Millions)

	Agri- culture ⁽¹⁾ Logging, Fishing and Trapping	Manu- facturing Mining and Electric Power	Con- struction	Trans- portation Storage Communi- cations, and Trade	Finance and Services (incl. Gov't.)	Supple- mentary ⁽²⁾ Labour Income	Total
1946 January.....	25	152	14	97	87	21	395
February.....	27	152	14	100	89	20	402
March.....	26	156	15	101	90	21	408
April.....	22	154	16	102	89	20	404
May.....	22	151	19	103	91	20	405
June.....	26	156	21	105	93	21	421
July.....	29	154	22	107	94	21	427
August.....	33	157	23	109	96	22	439
September.....	31	160	23	112	97	22	446
October.....	31	165	23	114	97	23	454
November.....	31	171	22	118	99	24	465
December.....	32	157	17	117	99	23	446
1947 January.....	28	176	18	116	99	24	460
February.....	30	176	19	118	99	24	467
March.....	29	178	20	119	99	24	469
April.....	24	180	22	120*	100	23*	469*
May.....	25	184	25	123	101	24	483
June.....	28	187	27	126	104	24	497

⁽¹⁾ Includes Agricultural Supplementary Labour Income.

⁽²⁾ Excludes Agricultural Supplementary Labour Income.

(*) Revised since last publication.

increases occurred in logging, water transport and construction, where labour income in the first half of 1947 was from 30 to 40 per cent higher than in the first half of 1946. Agriculture showed a decrease of almost 30 per

cent which was due entirely to a reduction in the number of workers. Wage rates of male farm help, as reported to the Bureau, increased from \$96.27 on May 15, 1946 to \$103.96 on May 15, 1947.

Annual Review of Employment and Payrolls in Canada, 1946

THE Dominion Bureau of Statistics has issued its Annual Review of Employment and Payrolls for 1946. The report deals with the situation in manufacturing, logging, mining, transportation, communications, construction and maintenance, services and trade, and also contains a brief section dealing with the subject of employment in banks and other financial institutions. Employment of women and a review of industrial employment geographically are also discussed.

Employment in Canada as a whole was maintained during 1946 at a relatively high level although there was some falling off from the wartime peak, according to the report. The situation was affected, directly and indirectly, by industrial disputes, which involved many workers for lengthy periods. Scarcity of materials, and in some cases, shortages of skilled labour, continued seriously to hamper reconversion and other activities in certain industries and areas. On the other hand, the pent-up demand for commodities and services at home and abroad constituted a decidedly buoyant influence to counteract the unfavourable effects of slow-downs due to reconversion operations, strikes and shortages of essential materials. As a result of these various factors, the general level of employment showed comparatively little change from month to month from the opening of the year until the summer.

During the period, January 1 to August 1, the monthly indexes of employment were uniformly lower than in the same part of 1945, there being an average decline of 4.2 per cent in the index during these months. In the latter part of 1946, this situation was reversed, and the indexes for the period, September 1 to December 1, averaged 5.2 per cent higher than in the corresponding months of 1945. On the whole, however, the annual index in the eight leading industries showed a falling off of 1.1 per cent from 1945; the loss from 1944 amounted to 5.4 per cent, while as compared with the all-time high in 1943, there was a decline of 5.9 per cent. The level of activity in 1946 nevertheless continued substantially higher than in pre-war years, there being an increase of some 52 per cent over the 1939 index.

The firms participating in the surveys of employment and payrolls during 1946 reported the disbursement of an average of \$57,409,624 in weekly salaries and wages in the eight leading industrial divisions. This would indicate an annual payroll of some \$2,985,300,000 distributed by the co-operating establishments. The firms furnishing data in 1945 had paid a weekly average of \$57,178,954 to their staffs. When adjustment is made for the increase in the number of reporting firms in the year under review, there was a decrease of 0.1 per cent in the disbursements. Based on the June 1, 1941, payrolls as 100 per cent, the index was 142.4 in 1946, as compared with 142.6 in 1945. The highest annual figure in the record of about 6½ years was that of 148.2 in 1944.

A feature of the situation in the first complete post-war year was the marked revival of activity in the non-manufacturing industries, which taken as a whole, had been adversely affected by wartime labour and material shortages. Thus a composite index for the reporting non-manufacturing classes shows an increase of 10.1 per cent in 1946 over 1945, while that in the manufacturing division declined in the same comparison by 8.5 per cent.

Within the manufacturing group, there was a small fractional decline in recorded employment in the production of non-durable manufactured goods, together with a loss of 17 per cent in plants turning out durable manufactured goods. While reconversion to peacetime production in the latter category was obviously a cause of greater dislocation than in the light manufactured goods division, it is also noteworthy that labour-management disagreements in the lumber and metal industries accounted for 53.5 per cent of the all-industries' total of working days lost through disputes during 1946; striking workers in these two branches of the heavy manufactured goods industries made up over 41 per cent of all persons directly involved in industrial disputes in the year under review.

Among the non-manufacturing industries, the most significant increase reported over 1945 was that of 18.8 per cent in construction; in building, the gain amounted to 43 per

TABLE I.—EMPLOYMENT AND PAYROLLS DURING 1945 AND 1946

Geographical and Industrial Unit	1945			Annual Averages Index Numbers of		1946			Annual Averages Index Numbers of	
	Annual Averages of		Average Weekly Earnings	Employment (June 1, 1941 =100)	Payrolls (June 1, 1941 =100)	Annual Average of		Average Weekly Earnings	Employment (June 1, 1941 =100)	Payrolls (June 1, 1941 =100)
	Em- ployees	Weekly payrolls				Em- ployees	Weekly Payrolls			
(a) PROVINCES	No.	\$	\$			No.	\$	\$		
Maritime Provinces	137,376	4,177,921	30.42	117.5	163.7	132,711	4,030,651	30.37	113.0	156.6
Prince Edward Island.....	2,585	67,933	26.30	117.1	145.6	75,307	75,307	27.31	124.7	157.0
Nova Scotia.....	80,582	2,543,875	31.56	114.6	160.7	2,331,361	30.71	107.3	145.7	
New Brunswick.....	54,209	1,566,113	28.91	122.7	169.8	54,040	1,623,983	30.05	121.7	175.4
Quebec	546,163	16,779,893	30.73	116.4	149.6	530,837	16,600,642	31.24	113.0	147.1
Ontario	738,348	23,989,229	32.49	110.6	132.6	737,990	24,136,597	32.68	110.2	132.7
Prairie Provinces	201,594	6,512,107	32.30	113.6	139.7	213,314	7,104,056	33.28	120.9	152.1
Manitoba.....	93,007	2,979,732	32.04	113.0	136.5	97,370	3,222,565	33.07	118.4	147.6
Saskatchewan.....	40,104	1,244,280	31.02	109.4	134.5	41,922	1,359,697	32.41	117.0	146.1
Alberta.....	68,483	2,288,115	33.41	117.0	147.5	74,022	2,521,794	34.06	126.6	161.9
British Columbia	164,270	5,719,804	34.82	129.8	159.8	156,629	5,537,678	35.30	123.5	153.7
CANADA	1,787,751	57,178,954	31.99	114.7	142.6	1,771,481	57,409,624	32.38	113.5	142.4
(b) CITIES										
Montreal.....	267,588	8,548,185	31.95	122.3	153.3	262,706	8,394,398	31.92	119.0	148.4
Quebec City.....	31,803	913,423	28.70	132.6	182.5	24,642	682,654	27.68	102.2	135.0
Toronto.....	242,790	7,866,232	32.41	120.2	145.0	236,028	7,745,903	32.80	115.7	141.2
Ottawa.....	21,544	609,592	28.30	107.9	132.2	23,073	656,823	28.45	115.3	142.1
Hamilton.....	58,072	1,906,245	32.82	108.9	129.8	54,436	1,767,141	32.46	101.9	120.5
Windsor.....	33,318	1,350,745	40.37	105.4	113.1	32,734	1,249,029	38.05	103.2	104.4
Winnipeg.....	60,408	1,744,634	29.38	116.7	135.2	63,434	1,929,631	30.40	122.5	146.3
Vancouver.....	80,177	2,694,522	33.60	156.3	198.5	71,568	2,372,500	33.12	138.4	173.5
Halifax.....	25,183	750,772	30.42	146.0	193.4	23,286	679,029	29.17	132.6	169.3
Saint John.....	13,689	401,217	29.29	130.4	179.4	13,163	384,352	29.18	125.2	169.1
Sherbrooke.....	9,155	239,639	26.17	104.7	130.5	9,590	256,336	26.69	107.0	137.1
Three Rivers.....	9,986	291,778	29.22	125.1	143.4	9,442	292,760	30.92	114.2	136.9
Kitchener—Waterloo.....	16,764	499,328	29.78	112.1	146.8	17,361	521,223	30.02	116.0	153.0
London.....	21,032	625,603	29.74	118.2	139.3	22,875	700,865	30.60	128.2	154.6
Port William—Port Arthur.....	13,536	481,536	35.53	96.3	127.9	10,207	357,528	35.01	72.3	94.6
Regina.....	10,155	284,833	28.05	122.2	137.1	10,460	306,303	29.27	115.0	146.4
Saskatoon.....	6,276	168,021	26.76	126.5	153.6	7,133	205,431	28.76	143.0	187.0
Calgary.....	17,853	557,816	31.57	113.4	137.9	19,124	613,229	32.06	120.6	148.2
Edmonton.....	17,146	502,720	29.31	126.3	152.3	18,839	572,542	30.38	136.9	170.5
Victoria.....	14,194	464,348	32.70	168.7	220.6	12,596	395,504	31.38	147.5	184.6
(c) INDUSTRIES										
Manufacturing	1,068,621	34,888,109	32.65	121.2	152.1	977,739	31,809,435	32.51	110.9	138.5
Durable Goods.....	540,620	19,299,198	35.68	126.7	161.5	446,969	15,545,476	34.76	105.2	129.9
Non-Durable Goods.....	508,643	14,869,999	29.24	116.5	143.5	508,153	15,395,616	30.27	116.1	148.5
Electric Light and Power.....	19,358	718,912	37.15	101.4	116.6	22,617	868,343	38.40	117.9	139.6
Logging.....	74,440	1,994,576	26.89	156.2	210.5	81,162	2,345,359	29.03	169.6	246.2
Mining.....	69,173	2,670,924	38.60	82.9	101.6	73,164	2,869,465	39.21	87.6	108.8
Communications.....	31,527	992,680	31.48	121.0	140.8	38,096	1,248,227	32.76	146.0	175.7
Transportation.....	160,885	6,244,615	38.82	126.0	152.4	164,496	6,596,133	40.07	130.0	159.3
Construction and Maintenance.....	139,756	4,209,737	30.08	78.5	103.7	166,014	5,250,175	31.53	93.3	128.5
Services.....	51,054	1,014,544	19.87	120.4	149.1	56,600	1,192,932	21.06	130.3	170.5
Trade.....	192,295	5,163,769	26.85	111.1	127.3	214,210	6,097,898	28.45	122.0	147.6
Total—Eight Leading Industries	1,787,751	57,178,954	31.99	114.7	142.6	1,771,481	57,409,624	32.38	113.5	142.4
Finance	67,549	2,264,338	33.51	112.4	130.7	74,624	2,601,900	34.85	123.9	149.8
Total—Nine Leading Industries	1,855,300	59,443,292	32.04	114.6	142.1	1,846,105	60,011,524	32.48	113.9	142.7

1 This division includes the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

cent. Logging, mining, communications, transportation, trade, finance, and the service industries for which data are available (mainly hotels and restaurants and laundries and dry-cleaning establishments) showed generally heightened activity as compared with 1945 and immediately preceding years.

The events of the year under review had an adverse effect upon the employment of women. In 1945, statistics on sex distribution were collected semi-annually, at April 1 and October 1, while from January, 1946, the record was established on a monthly basis. A comparison of the situation at October 1, in the two years shows at that date in 1946 an increase of about 8.7 per cent in recorded employment for men accompanied by a decline of a little more than three per cent among women workers in the covered indus-

tries. The general index of October 1, 1946, was higher by 5.6 per cent than that indicated 12 months earlier.

A brief review of the situation, geographically, shows a lower level of industrial employment in 1946 than in 1945 in Nova Scotia, New Brunswick, Quebec, Ontario and British Columbia, the losses ranging from that of 0.3 per cent in Ontario, to 4.9 per cent in British Columbia and 6.3 per cent in Nova Scotia. In Prince Edward Island and the three Prairie Provinces, the trends in the year under review were upward. In the latter group of provinces, industrial disputes were not so numerous nor so serious as in those first mentioned. Manufacturing operations in all five economic areas diminished, but equally generally, the non-manufacturing industries showed improvement over 1945.

TABLE II.—INDEX NUMBERS OF EMPLOYMENT BY ECONOMIC AREAS. (1926=100).

NOTE: The relative weight shows the proportion of employees reported in the indicated province or area, to the total number of employees reported in Canada by the firms making returns at Dec. 1, 1946.

Average	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia	CANADA
1927.....	103.7				104.0	105.6	105.3				101.1	104.6
1928.....	106.7				108.3	113.5	117.9				106.4	111.6
1929.....	114.8				113.4	123.1	126.3				111.5	119.0
1930.....	118.3				110.3	114.6	117.1				107.9	113.4
1931.....	108.1				100.9	101.2	111.5				95.5	102.5
1932.....	92.2				85.5	88.7	90.0				80.5	87.5
1933.....	85.3				82.0	84.2	86.2				78.0	83.4
1934.....	101.0				91.7	101.3	90.0				90.4	96.0
1935.....	103.7				95.4	103.3	95.2				97.7	99.4
1936.....	109.4				100.7	106.7	99.3				101.1	103.7
1937.....	121.0				115.4	118.3	99.3				106.8	114.1
1938.....	111.5	89.2	120.1	102.4	117.0	113.7	100.0	94.6	108.1	102.8	104.2	111.8
1939.....	110.5	95.5	121.7	97.8	120.8	114.3	103.2	96.5	109.9	108.8	107.5	113.9
1940.....	122.2	103.1	132.1	111.3	127.9	129.2	109.0	103.0	111.5	116.8	113.3	124.2
1941.....	155.0	117.4	170.9	137.7	157.8	160.0	126.6	122.2	123.4	135.6	135.6	152.3
1942.....	174.2	108.7	196.1	150.8	186.2	179.4	135.6	132.2	126.3	146.9	164.8	173.7
1943.....	182.1	114.7	203.1	159.6	200.0	185.8	141.4	137.5	132.0	153.9	190.0	184.1
1944.....	183.1	132.8	199.3	165.4	196.4	184.7	147.0	141.9	138.3	160.5	185.7	183.0
1945.....	179.1	125.4	192.4	165.5	183.2	178.4	145.7	140.9	139.3	157.3	175.1	175.1
1946.....	172.1	133.6	180.2	164.2	177.7	177.8	155.1	147.7	149.1	170.3	166.6	173.2
Relative Weight of Employment by Provinces and Economic Areas as at December 1, 1946.....	7.5	0.2	4.4	2.9	30.3	41.1	11.9	5.5	2.4	4.0	9.2	100.0

Wage Rates, Hours and Working Conditions in the Motor Vehicle Parts and Accessories, and Agricultural Implements Industries

AVERAGE wage rates in the Agricultural Implements Industry and in the Motor Vehicle Parts and Accessories Industry, in common with the movement in other industries, increased substantially in the period 1939 to 1946. By 1946 the index for the Agricultural Implements Industry, based on 1939 average rates, had risen to 178.5 compared with a figure of 162.4 in the Motor Vehicle Parts and Accessories Industry. Both showed particularly large gains in 1942 and 1943 prior to the initiation of wage control and again in 1946 when these controls were being relaxed.

In the 1946 survey of "Wage Rates and Hours of Labour in Canada"¹, employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework for the last pay period preceding October 1 as well as the total number of workers in each establishment, including both plant and office staffs. Information was also obtained on certain other conditions of work², such as hours worked, overtime, vacations with pay, sick leave, Sunday work, and the number of workers under collective agreement in each establishment.

Motor Vehicle Parts and Accessories Industry

The 1946 index of wage rates in this industry, based on 1939 rates as 100, was 162.4, approximately ten per cent greater than in 1945. This annual increase is not as large, however, as that recorded over both 1941 and 1942 as noted in the following indices based on 1939 wage rates:

Year	Index
1939	100.0
1940	103.4
1941	110.2
1942	127.0
1943	145.7
1944	147.1
1945	148.2
1946	162.4

Returns from forty-eight establishments in Ontario have been analysed as representative of the industry in Canada. These establishments reported 11,800 workers in their employ at the time of the 1946 survey, of which

In the tables on wage rates the averages shown are for selected representative occupations in each industry. They do not include the value of any allowances to employees, such as free transportation, group insurance, sick benefits or other welfare plans. The predominant ranges of rates include approximately the middle 80 per cent of the workers in each occupation. The purpose of this is to exclude extremely high and low rates and at the same time to show the ranges between which the great majority of the workers are located. The averages, however, include all the workers in the occupation.

¹ Comparable information on the Lumber and Lumber Products Industries was published in the September issue of the *LABOUR GAZETTE* (p. 1374); on the Rubber Products and Motor Vehicle Industries in the August issue (p. 1164); on the Pulp and Paper Products Industry and the Brewery Products Industry in the July issue (p. 988); and on the Construction and Steam Railways Industries in the June issue (p. 890).

² Information on provincial legislation pertaining to workers in industry may be found in an annual summary published by the Legislation Branch of the Department of Labour entitled, "Provincial Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages and Workmen's Compensation."

slightly more than 17 per cent were women workers. Forty-one of the establishments, employing up to 300 workers each, accounted for nearly 5,000 workers or 43 per cent of the total number covered in this analysis while the two largest establishments, with a total of 3,900 workers, represented 33 per cent of the employment.

Collective Agreements.—Collective agreements were reported in returns from 30 establishments covering 9,300 workers or 80 per cent of the total employment within the industry.

Wage Rates, Table I.—Average wage rates in selected occupations in the industry are given in Table I, showing rates for both 1945 and 1946 with the range of rates in each occupation in 1946. Increases of from three to ten cents per hour in the average wage rates in the various occupations were recorded in 1946 over those in 1945.

Standard Hours of Work, Table II.—Forty-five per cent of the plant workers in this industry were on a normal 45-hour week in 1946, 25 per cent were working 48 hours and four establishments on a 40-hour week included 16 per cent of the workers.

One-half of the establishments, employing 67 per cent of the workers in the industry, reported a five-day week varying from 40 to 48 hours. The most common schedule was a 45-

hour week of nine hours per day. Four establishments reported a 40-hour week of eight hours per day and another four a standard week of 42½ hours.

Twelve establishments reported a varying schedule of 48 hours on the basis of the six-day week, while another seven reported a 44-hour week.

The only Sunday employment reported in this industry during the survey period was ap-

TABLE I.—WAGE RATES IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
Canada (Ontario only).....			
Assemblers, Male.....	.74	.84	.71— .91
Assemblers, Female.....	.54	.59	.44— .70
Grinders.....	.81	.89	.71—1.05
Inspectors, Male.....	.78	.84	.70— .98
Inspectors, Female.....	.51	.56	.46— .70
Labourers.....	.65	.73	.60— .80
Machine Operators, Male.....	.79	.86	.70—1.01
Machine Operators, Female.....	.56	.63	.44— .91
Millwrights.....	.86	.89	.70—1.01
Toolmakers.....	1.00	1.08	.86—1.26
Welders.....	.84	.90	.80—1.00

TABLE II.—STANDARD OR NORMAL WORKING HOURS IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY IN ONTARIO, 1946

Standard Hours	Number of Establishments	
	On a Five-day Week	On a Six-day Week
WEEKLY		
40.....	4	.....
Over 40 and under 44.....	4	.....
44.....	1	7
Over 44 and under 45.....	.....	1
45.....	10	2
Over 45 and under 48.....	2	2
48.....	3	12
Total Establishments.....	24	24
DAILY Monday to Friday		
8.....	4	13
Over 8 and under 9.....	5	6
9.....	10	5
Over 9.....	5	.....
Total Establishments.....	24	24*

*Time worked on Saturday ranged between three and five hours with the exception of three establishments working a full eight-hour day.

proximately 100 workers engaged solely on maintenance work in 21 establishments.

Overtime, Table III.—Overtime work after daily or weekly hours in 1946 was paid at the rate of time and one-half in all but seven of the 48 establishments from which returns were analysed. This was also the predominant rate for Sunday and holiday work, although one-quarter of the firms gave no information on overtime rates for these same work periods.

Vacations with Pay, Table IV.—Of the returns analysed, ten reported provision for paid vacations of less than one week for service of no specified period or less than one year. Of those not stating the length of service required or vacation given, four reported payment of two per cent of annual earnings, while another gave 2½ per cent. Although another establishment reported giving one week after six months, payment was only at the rate of 2 per cent of annual earnings. Two establishments provided for one day per month after one

month of service while another gave two per cent of annual earnings after one month. In one other case, the establishment reported permitting one-half day per month after three months of service.

More than one-half the establishments had a maximum vacation of one week, mainly after one year of service, which is in accordance with provincial legislation. Sixteen, however, reported giving two weeks after five years and two granted similar vacation period after ten years.

Sick Leave with Pay.—Seventeen of the establishments reported some provision for sick leave with pay, seven reporting group insurance benefits. Two establishments allowed six days per year while another two reported giving half pay, one of these adding that this was allowed only if the employee were absent for more than one week. Six establishments provided payment for sick leave in the case of salaried or office employees only, although

TABLE III.—OVERTIME RATES IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY IN ONTARIO, BY ESTABLISHMENTS, 1946

NOTE.—Forty-eight establishments covered by survey; one reported paying a rate of 80 cents to \$1.00 per hour for all overtime.

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	29	29	18	47	47
Straight Time.....	7	5	.....	4	4
Time and One-Half.....	22	22	18 (1)	29	29
Double Time.....	.....	.....	.....	2	2
No Overtime Information.....	.....	2	.....	12	12

(1) One establishment working a 48-hour week also pays double time after 60 hours.

TABLE IV.—VACATIONS WITH PAY IN THE MOTOR VEHICLE PARTS AND ACCESSORIES INDUSTRY IN ONTARIO, BY ESTABLISHMENTS, 1946

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
No Specified Service.....	3 (1)	3	1
Six Months.....	2	.....	.....
One Year.....	43	25	1
Five Years.....	.....	.....	16
Ten Years.....	.....	.....	2 (2)
Total Establishments.....	48	28	20

(1) One establishment reported giving two weeks.

(2) One establishment also reported three weeks after 25 years of service.

one of these reported that their factory workers had sickness and accident benefits.

Production or Incentive Bonus.—Seven of the establishments in this industry reported a production or incentive bonus in 1946. They paid a guaranteed base rate in all cases and standards of efficiency were established in most cases on the basis of an individual operation.

Shift Work.—Two-shift operations were the most common type of shift work in this industry. Sixteen establishments, employing a total staff of over 5,000, reported some 600 workers on this second shift. Eight of these plants reported no wage differential for second shift

work while five paid five cents per hour. Of the remaining three, one paid eight cents per hour, another provided a differential of five per cent and the other paid for a half-hour lunch period.

Three plants on three-shift operations employed 133 men on second and 37 men on third shift. One of these establishments reported a wage differential of five cents per hour, one paid for a half-hour lunch period and the other reported no wage differential. The above shift information applies to work performed other than by maintenance and power crews.

Agricultural Implements

The effect of the lifting of wage controls is indicated in this industry where a 13·3 per cent increase in 1946 was recorded over 1945 rates. The annual changes since the beginning of the war are shown in the following table which gives yearly index numbers of wage rates based on the 1939 rates as 100:—

Year	Index
1939	100·0
1940	105·1
1941	117·6
1942	136·7
1943	151·9
1944	155·8
1945	157·5
1946	178·5

The industry is located mainly in Ontario with employment in Quebec plants comparatively small. The returns received from these two provinces have been used in the present analysis. Some 11,600 workers were employed during the 1946 pay period reported, of which only four per cent were female workers engaged mainly on clerical work.

The following table gives the regional distribution of establishments and employees used in the present analysis:—

	Canada	Quebec	Ontario
Total Establishments.	26	4	22
Male	11,173	261	10,912
Employees:			
Female	384	5	379
Total	11,557	266	11,291

Fifteen establishments, employing less than 100 workers each, accounted for only six per cent of the total employment while four large establishments, employing between 1,300

and 2,800 workers per plant, included 68 per cent of the employees in the industry.

The 1945 Census of Industry report of the Dominion Bureau of Statistics shows a total of 30 establishments in Ontario and Quebec, covering an average of 13,300 workers in that year.

Collective Agreements.—Eleven of the 26 establishments reported collective agreements covering some 9,600 workers or 82 per cent of the total employment in the industry. Employees of two of the four Quebec establishments and nine in Ontario were included.

Wage Rates, Table I.—Average hourly wage rates for selected occupations in this industry in 1945 and 1946 are shown in Table I. These averages are calculated from all rates reported for these particular occupations and are weighted by the number of workers at each rate. In one-half the occupations shown, increases in the average rates in 1946 over 1945 ranged between 10 and 14 cents per hour.

Standard Hours of Work, Table II.—One-half the establishments, all in Ontario and employing 93 per cent of the total workers, were on a standard five-day week. Ten of these establishments, of which four employed 68 per cent of the total workers, were on a 45-hour week, while the remaining three worked a 48-hour week.

The six-day standard week varied from an 8-hour day Monday to Friday with four hours on Saturday to a ten-hour day Monday to Saturday, inclusive. Only two establishments, employing a total of 130 men during the survey period, worked a full six-day week of nine and ten hours respectively.

Sunday work was confined to maintenance and power crews, averaging three workers to a plant in nine plants.

Overtime Rates, Table III.—Time and one-half, the predominant rate for work after daily hours in this industry, was reported by eight plants in which a total of 7,800 workers were employed. Straight time rates after daily hours were reported by seven plants in which total employment was 2,900. When overtime was paid only after weekly hours had been worked, the rate was time and one-half in eight plants and time and one-quarter

in one. For any overtime required on Sundays and holidays the predominant rate was time and one-half. A number of plants did not give overtime information, particularly on Sunday and holiday work.

Vacations with Pay, Table IV.—All the establishments complied with the minimum provincial legislative requirements of one week paid vacation after one year of service, one

TABLE I.—WAGE RATES IN THE AGRICULTURAL IMPLEMENTS INDUSTRY.
1945 AND 1946

Occupation and Locality	1945	1946
	Average Wage Rate per Hour	Average Wage Rate per Hour
CANADA*	\$	\$
Blacksmiths.....	.72	.74
Inspectors.....	.77	.85
Labourers.....	.60	.66
Machine Operatos.....	.76	.87
Machinists.....	.72	.82
Moulders.....	.84	.98
Painters.....	.71	.74
Patternmakers.....	.92	1.02
Sheet Metal Workers.....	.68	.80
Shippers and Packers.....	.73	.80

*Mostly Quebec and Ontario.

TABLE II.—STANDARD OR NORMAL WORKING HOURS IN THE AGRICULTURAL IMPLEMENTS INDUSTRY, 1946

Standard Hours	Number of Establishments			
	On a Five-day Week	On a Six-day Week		
	Canada (Ontario only)	Canada	Quebec	Ontario
WEEKLY				
44.....		1		1
45.....	10	1		1
47.....		1		1
48.....	3	5		5
52 to 60.....		5	4	1
Total Establishments.....	13	13	4	9
DAILY				
<i>Monday to Friday</i>				
8.....		3		3
8½ to 8½.....		4		4
9.....	10	1		1
9½ to 9½.....	3	2	1	1
10.....		3	3	
Total Establishments.....	13	13*	4	9

*Time worked on Saturday ranged between four and five hours with the exception of two establishments working a nine and ten-hour day, respectively.

establishment giving a full week with pay after only three months of service.

Four plants reported granting vacations with pay of less than one week for service under one year. Of these, one reported giving four and one-half days after ten months, another one-half day per month and the remaining two stated that although they granted one full week of vacation after nine months, payment was only at the rate of two per cent of gross annual earnings.

In sixteen cases, the maximum vacation did not exceed one week but in the remaining ten the maximum was two weeks after either five or ten years. Two of these establishments also granted three weeks after twenty-five years of service with their respective companies.

Sick Leave with Pay.—Three of the 26 establishments reported provision for sick leave with pay, two stating they gave it

TABLE III.—OVERTIME RATES OF PAY FOR PLANT EMPLOYEES IN THE AGRICULTURAL IMPLEMENTS INDUSTRY, BY ESTABLISHMENTS, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	17	17	9	26 (1)	26
<i>Straight Time</i>					
Canada (Ontario only).....	7	5	.....	4	5
<i>Time and One-Quarter</i>					
Canada (Ontario only).....	1	1	1	.....	1
<i>Time and One-Half</i>					
Canada.....	8	8	8	12	13
Quebec.....	8	8	3 (2)	12	13
Ontario.....	8	8	5	12	13
<i>No Overtime Information</i>					
Canada.....	1	3	.....	9	7

(1) Includes one establishment paying double time.

(2) Includes one establishment having a normal working week of 5½ hours with an overtime rate of time and one half after 60 hours, and standard time plus 11 cents per hour after daily hours.

TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE AGRICULTURAL IMPLEMENTS INDUSTRY, BY ESTABLISHMENTS, 1946

Length of Service	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>Three Months</i>			
Canada (Ontario only).....	1	1	.....
<i>One Year</i>			
Canada.....	25	15	.....
Quebec.....	4	3	.....
Ontario.....	21	12	.....
<i>Five Years</i>			
Canada.....	.....	.....	8
Quebec.....	.....	.....	1
Ontario.....	.....	.....	7*
<i>Ten Years</i>			
Canada (Ontario only).....	.....	.....	2
Total Establishments.....	26	16	10

*Two establishments also reported giving three weeks after 25 years.

only to salaried employees, while the other reported a group insurance scheme.

Production or Incentive Bonus.—Two Ontario plants reported plans which provided bonuses for production over a computed normal efficiency. Both were based on a standard in minutes for each job.

Shift Work.—Six Ontario plants reported 750 production workers on the second shift

of a two-shift operation. Three of these plants reported a wage differential of five cents per hour in each case which would be paid to 230 workers.

One of the six establishments also reported 200 workers on the second and 140 on the third shift of a three-shift operation, paying a five-cent wage differential for work on the third shift only.

Recruitment and Training of Nurses in Great Britain

(Continued from page 1423)

The student nurse in general training spends, on the average, a third of her first year, a quarter of her second year, and a sixth of her third year in domestic work. Taking the three years together, some 1,500 hours, or rather less than a quarter of the time, is now taken up with duties of a domestic kind.

It is proposed that the two-year training period should be based on a five-day, 40-hour week and a three-shift system, with six weeks' annual holiday. Eighteen months should be devoted to studies of a general nature, including more attention to preventive medicine, and the remaining six months should be given over to specialization in a chosen field. Only provisional registration would be permitted at the end of two years, with a further year under supervision before final registration.

In order that nurses-in-training may have student status, training schools must have an adequate nursing and training staff, and teachers trained in modern educational methods. Courses should suit student needs rather than staffing requirements. The financing of nurses' training should be independent of hospital finance. Students should receive free tuition, with board, residence, and an allowance to cover personal expenses.

To introduce a three-shift system and student status would require, it is estimated,

from 22,000 to 24,000 additional nurses and 14,000 orderlies. It is thought that this number of nurses might be made available in five years by reduction of wastage. The Working Party advocates the greater use of part-time nurses, male nurses and orderlies, and the removal of restrictions on the employment of married nurses.

The Working Party estimates that, in all, not less than between 120,000 and 125,000 persons would be required to effect the changes recommended, but it does not attempt to determine what nursing strength will be necessary for the expansion of the National Health Service. The Chairman has added a note commenting on general manpower trends in which he points out that the number of working women is expected to drop by 350,000 by 1951.

In view of the possibility of a lack of sufficient recruits in future years, the Working Party expresses the opinion that "to some extent the long-term solution of staffing the nursing service lies in reducing the burden of sickness". It emphasizes the importance of "health nursing" as distinct from "sick nursing" and indicates that

the problem of sickness can be attacked quite as much by reducing the number of patients as by increasing the number of nurses.

Strikes and Lockouts

Strikes and Lockouts in Canada during September, 1947

DURING September, 1947, there was a sharp increase in strike activity in Canada as compared with the previous month but the resulting time loss was substantially below that recorded for September, 1946. In September, 1947, the strike of meat packing plant workers, which commenced on August 27, 1947, and has extended across Canada, was

STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER 1946-1947†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1947*						
January.....	12‡	12	3,302‡	3,302	28,519	·38
February.....	13	20	17,219	33,737	199,679	2·67
March.....	10	18	792	15,931	378,057	5·05
April.....	21	26	3,151	17,480	363,886	4·86
May.....	32	43	18,053	34,013	365,424	4·89
June.....	19	31	2,844	17,201	166,370	2·22
July.....	18	29	1,707	3,112	24,355	·33
August.....	21	36	5,755	7,184	52,314	·70
September.....	25	41	5,202	19,879	276,859	3·69
Cumulative totals.....	171		58,025		1,855,463	2·75
1946						
January.....	13‡	13	2,957‡	2,957	18,948	·25
February.....	16	19	3,594	3,769	11,891	·16
March.....	22	30	4,299	6,097	45,856	·61
April.....	22	30	4,924	7,110	45,764	·61
May.....	29	36	46,681	47,855	566,410	7·57
June.....	25	36	31,556	70,600	933,876	12·49
July.....	33	47	28,226	50,429	915,911	12·25
August.....	20	46	5,180	42,506	870,694	11·64
September.....	18	37	2,036	33,451	657,714	8·79
Cumulative totals.....	198		129,453		4,067,064	6·04

*Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

responsible for about 63 per cent of the workers involved in all strikes and more than 72 per cent of the total time loss. Preliminary figures for September, 1947, show 41 strikes and lockouts in existence, involving 19,879 workers, with a time loss of 276,859 man-working days, as compared with 36 strikes in August, 1947, with 7,184 workers involved and a time loss of 52,314 days. In September, 1946, there were 37 strikes, involving 33,451 workers, with a time loss of 657,714 days.

For the first nine months of 1947 preliminary figures show a total of 171 strikes, involving 58,025 workers, with a time loss of 1,855,463 man-working days. For the same period last year there were 198 strikes, with 129,453 workers involved and a time loss of 4,067,064 days.

Of the 41 strikes recorded for September, seven were settled in favour of the workers,

seven in favour of the employer, three were compromise settlements, one was partially successful, and five were indefinite in result, work being resumed pending final settlement. At the end of the month 18 were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946, are still continuing. A strike of food products factory workers at Vancouver, B.C., which commenced on March 28, 1947, is considered to have lapsed.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1947⁽¹⁾

Industry Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to September, 1947				
MINING— Copper and zinc mine and mill workers, Sherridon, Man.	1	328	8,000	Commenced August 13; for a new agreement providing for increased wages and other changes, and against alleged discrimina- tion; unterminated.
MANUFACTURING— <i>Animal Foods—</i> Dairy and poultry plant workers, Melville, Sask.	1	25	600	Commenced July 16; for extension of existing agreement to October 30, 1947, with provi- sion for increased wages and reduced hours; unterminated.
Packing plant, workers, Charlottetown, P.E.I.; Moncton, N.B.; Hull, Montreal, Princeville, Quebec, P.Q.; Kitchener, Peterborough, Toronto, Ont.; St. Boniface, Winnipeg, Man.; Moose Jaw, Prince Albert, Regina, Saskatoon, Sask; Calgary, Edmonton, Alta; New Westminster and Vancouver, B.C.	35	12,500	200,000	Commenced August 27; for a master agree- ment providing for increased wages and other changes; unterminated.
<i>Fur and Leather Products—</i> Tannery workers, Oshawa, Ont.	1	250	4,500	Commenced July 30; for increased wages; terminated September 27; conciliation, provincial; in favour of workers.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Lachute Mills, P.Q.	1	60	500	Commenced April 10; for a new agreement providing for increased wages, union shop, two weeks' vacations with pay, and pay for six statutory holidays; terminated by September 12; return of workers and replacement; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1947⁽¹⁾—*Con.*

Industry Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to September, 1947—Continued				
<i>Pulp, Paper and Paper Products—</i> Paper products factory workers, Chambly, P.Q.	2	100	2,000	Commenced April 15; for implementation of award of arbitration board providing for increased wages, two weeks' vacations with pay, check-off, pay for seven statutory holidays, etc; untermiated; partial return of workers.
<i>Miscellaneous Wood Products—</i> Wood products factory workers, Lachute Mills, P.Q.	1	35	350	Commenced May 5; for a new agreement providing for increased wages, pay for statutory holidays, union security, etc; terminated September 12; return of workers and replacement; in favour of employer.
Sash and door factory workers, Edmonton, Alta.	1	(3) 72	1,500	Commenced August 29; for a new agreement providing for increased wages and other changes; untermiated.
<i>Metal Products—</i> Metal factory workers, Ottawa, Ont.	1	50	1,000	Commenced February 24; for a new agree- ment providing for increased wages, vaca- tions with pay, union security, etc; untermi- nated; partial return of workers.
Moulders, North Sydney, N.S.	..	...	...	Commenced August 1; protest against rever- sion to piece-work rates, instead of hourly rates of pay; terminated August 23; negoti- ations; in favour of employer.
Electrical apparatus factory workers, Toronto, Ont.	1	47	600	Commenced August 20; alleged discrimina- tion in lay-off of sixteen workers; termi- nated September 30; return of workers and replacement; in favour of employer.
Iron and steel mill workers, Burnaby and Vancouver, B.C.	5	(4) 700	12,000	Commenced August 21; for a new agreement providing for increased wages, additional union security, and other changes; untermi- nated.
Foundry workers, Brockville, Ont.	1	47	800	Commenced August 22; for a union agreement providing for increased wages and other changes; untermiated.
Metal factory workers, Windsor, Ont.	2	110	220	Commenced August 25; for increased wages; terminated September 2; negotiations; in favour of employer.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> China and pottery factory workers, Medicine Hat, Alta.	1	214	3,500	Commenced August 12; for increased wages; untermiated.
<i>CONSTRUCTION—</i> <i>Buildings and Structures—</i> Carpenters, Cornwall, Ont.	..	....	...	Commenced July 17; re date of payment of agreed wage increase; terminated August 28; return of workers; in favour of employers.
<i>TRADE—</i> Fruit and confectionery warehouse workers, Edmonton, Alta.	2	49	500	Commenced August 20; alleged discrimina- tion in dismissal of certain workers; ter- minated September 18; return of workers and replacement; in favour of employers.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1947⁽¹⁾—*Con.*

Industry Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to September, 1947—*Concluded*

SERVICE— <i>Business and Personal—</i> Laundry and dry cleaning plant workers, Port William and Port Arthur, Ont.	4	90	1,200	Commenced July 23; for a union agreement providing for increased wages and changes in working conditions; terminated September, 18; conciliation, provincial, and return of workers pending further negotiations; indefinite.
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Strikes and Lockouts Commencing During September, 1947

MINING— Coal miners, loaders, New Waterford, N.S.	1	(5) 21	30	Commenced September 4; dispute over placing mechanical equipment; terminated September 5; return of workers; in favour of employer.
MANUFACTURING— <i>Vegetable Foods—</i> Bakery workers, Winnipeg, Man.	1	120	360	Commenced September 5; for a new agreement providing for increased wages and reduced hours; terminated September 9; return of workers pending reference to conciliation board; indefinite.
<i>Fur and Leather Products—</i> Fur products factory workers, Toronto, Ont.	55	500	875	Commenced September 29; for new agreements providing for increased wages; unternminated.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Louiseville, P.Q.	1	(6) 643	7,500	Commenced September 10; for a greater increase in wages than awarded by arbitration board; terminated September 26; conciliation, provincial; in favour of workers.
Clothing factory workers, Louiseville, P.Q.	1	225	3,500	Commenced September 10; for a greater increase in wages than awarded by arbitration board, and against dismissal of union officer; unternminated.
<i>Miscellaneous Wood Products—</i> Furniture factory workers, Hanover, Ont.	1	33	396	Commenced September 8; alleged discrimination in dismissal of union officer for being absent without leave; terminated September 22; negotiations; in favour of workers.
Furniture factory workers, New Westminster, Vancouver and Victoria, B.C.	4	700	10,000	Commenced September 10; for new agreements providing for increased wages and reduced hours; unternminated.
Furniture factory workers, Montreal, P.Q.	1	22	44	Commenced September 16; alleged delay in negotiations for a union agreement providing for increased wages and other changes; terminated September 17; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Box factory workers, Montreal, P.Q.	1	75	825	Commenced September 18; for a union agreement providing for increased wages, grievance procedure, etc.; unternminated.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1947⁽¹⁾—*Con.*

Industry Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September, 1947—Continued				
Metal Products—				
Metal factory workers, Hamilton, Ont.	1	75	1,100	Commenced September 2; for a new agree- ment providing for increased wages, re- duced hours, union security, etc; terminated September 20; conciliation, provincial; in favour of workers.
Metal factory workers, Ridgetown, Ont.	1	120	1,300	Commenced September 9; for a new agree- ment providing for increased wages, pay- ment for statutory holidays, etc; ter- minated September 24; negotiations; com- promise.
Metal factory workers, Peterborough, Ont.	1	221	1,200	Commenced September 12; for a new agree- ment providing for increased wages, pay- ment for eight statutory holidays, union shop, etc; terminated September 19; concil- iation, provincial; in favour of workers.
Structural steel factory workers, Vancouver, B.C.	1	283	3,300	Commenced September 15; for a new agree- ment providing for increased wages and union shop; unterminated.
Electrical apparatus factory workers, Kitchener, Ont.	1	20	20	Commenced September 30; for increased wages; unterminated.
Non-Metallic Minerals, Chemicals, etc.—				
Asbestos products factory workers, St. Lambert, P.Q.	1	75	375	Commenced September 25; for increased wages and against alleged discrimination; unterminated.
Chemical factory workers, Palo, Sask.	1	35	120	Commenced September 26; for a union agreement providing for increased wages, reduced hours, time and one-half for over- time, etc.; unterminated.
Miscellaneous Products—				
Sporting goods factory workers, Leaside, Ont.	1	105	365	Commenced September 2; for increased wages; terminated September 5; return of workers pending reference to arbitration; indefinite.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, Saint John, N.B.	15	350	700	Commenced September 29; for a union agree- ment providing for increased wages as recommended by conciliation board; unter- minated.
TRANSPORTATION—				
Electric Railways and Local Bus Lines—				
Electric railway, light and power plant workers, Cornwall, Ont.	2	100	600	Commenced September 2; for a greater increase in wages than awarded by arbitra- tion board; terminated September 9; con- ciliation, provincial; in favour of workers.
Water Transport—				
Seamen, Fort William, Ont.	1	10	10	Commenced September 8; against employ- ment of two non-union workers when union seamen not immediately available and alleged discrimination in dismissal of a seaman; terminated September 8; negotia- tions; compromise.

STRIKES AND LOCKOUTS IN CANADA DURING SEPTEMBER, 1947⁽¹⁾—*Conc.*

Industry Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September, 1947—Concluded				
Seamen, Halifax, N.S.	1	30	30	Commenced September 8; for improvement in living quarters aboard ship; terminated September 9; negotiations; in favour of workers.
Freight handlers, truck drivers, etc., Newcastle, N.B.	9	600	6,600	Commenced September 11; for a union agreement providing for increased wages and other changes; terminated September 24; return of workers pending certification of unions as bargaining agencies; indefinite.
Seamen, Halifax, N.S.	2	30	30	Commenced September 22; refusal of shipyard, at which freighters were tied up, to permit union agents to cross yard to board vessels; terminated September 23; negotiations; compromise, agents taken aboard in mid-stream.
SERVICE— Public Administration— Civic workers, Montreal P.Q.	1	800	300	Commenced September 18; protest against alleged delay of arbitration board in reaching a decision on proposed wage increases; terminated September 18; return of workers; in favour of employer.
Business and Personal— Waiters, Toronto Ont.	1	9	9	Commenced September 22; for a union agreement providing for increased wages; terminated September 22; negotiations and replacement; partially successful.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 123 indirectly affected; (4) 177 indirectly affected; (5) 700 indirectly affected; (6) 80 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1947, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The *British Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July, 1947, was 87 and 18 were still in progress from the previous month, making a total of 105 during the month. In all stoppages of work in progress in the period there were 52,400 workers involved and a time loss of 167,000 working days was caused.

Of the 87 stoppages which began during July, six arose out of demands for advances in wages; 34 over wage questions; seven on questions as to working hours; eight on questions respecting the employment of particular classes or persons; 30 on the questions respecting working arrangements; and two were on questions of trade union principle.

New Zealand

Figures for the first quarter in the year 1947, show 39 strikes involving 9,161 workers with a time loss of 23,432 working-days.

Prices and Price Control

Further Measures of Decontrol

ON September 14, 1947, the Acting Minister of Finance, the Rt. Hon. L. S. St. Laurent, announced an extensive measure of decontrol which became effective September 15, with the lifting of price ceilings on the majority of goods and services remaining under control. At the same time all subsidies on these decontrolled items were withdrawn and most of the supply and distribution controls respecting them were likewise terminated.

The action of September 15 reduced the list of articles still under the price ceiling to a very small number of key or very scarce items. The principal commodities were sugar, molasses, dried raisins, currants and prunes, meat and meat products except poultry, wheat, feed grains (whether whole or ground), the principal oil-bearing materials (flaxseed, sunflower seeds and rapeseed), the more important fats and oils except corn oil and olive oil, soaps, primary iron and steel products, tin and alloys containing more than 95 per cent tin and used bags and bagging material.

Among services, price control was retained on the supplying of meals with sleeping accommodation for a combined charge (except when supplied by employers to employees), on manufacturing processes performed on a custom or commission basis and entering into the production of goods still under price control and on custom or commission packing charges for goods still under control.

In addition, rent and eviction controls remained in effect, sugar rationing was maintained, the allocation of woodpulp, paperboard and waste paper to the domestic market was continued and export controls were retained on various commodities.

The goods on which ceiling prices were removed at this time included flour and meal, bread, prepared cereal products, rice, barley, corn and corn products, beans, peas, canned pork and beans, jams containing strawberries or raspberries, cotton, jute and sisal fibres and yarns, all remaining articles of clothing (mostly cotton), cotton household furnishings, textile containers and packaging materials, hides, skins and leather, woodpulp, household heating equipment, farm machinery and

equipment, softwood lumber, veneers and plywoods, millwork, all remaining building products, cast iron soil pipe and fittings, nails, wire and fencing. Several services were also decontrolled including warehousing, storage, transportation and related operations such as loading and hauling.

With the release of these items from price control, subsidy payments on them were discontinued. One of the most important of these was the drawback which since 1942 had been paid to maintain the price of wheat to millers and other processors at the basic period level of 77½ cents per bushel, basis No. 1 Northern in store at Fort William. (This price compared with a current ceiling price of \$1.55 per bushel.) Other major subsidies cancelled at this time were those on raw cotton and imported cotton goods. Imported cattlehides, sheepskins and goatskins became ineligible for further subsidy and payments on imported corn for processing and on soya beans for the manufacture of soya bean oil were also terminated.

Various supply and distribution regulations had been associated with price control. Most of these were removed concurrently with the lifting of price ceilings on the commodities affected. Controls withdrawn at this time included restrictions on the quantity of flour which could be milled or processed for domestic consumption, limitations on packs of canned beans, requirements respecting labelling and price-tagging, standardization regulations on packaging, restrictions on the weights and types of book, writing and specialty papers, and on the qualities and varieties of other paper products, restrictions on the number and varieties of bakery products and the prohibition of sliced bread. The manufacture and use of bread wrap continued to be limited to one shade of buff until such time as the white sulphite wrap would be generally available.

In his announcement of September 14, the Acting Minister of Finance stated with reference to commodities still under the price ceiling, that decontrol of these items would proceed in accordance with the general criterion of actual and prospective supplies being sufficient to offer protection against excessive and

disorderly price advances. At the same time he emphasized that rent and eviction controls could be expected to remain after surviving commodity controls had disappeared.

The Acting Minister went on to say that the Wartime Prices and Trade Board had been directed by the Government to keep a careful check of prices of decontrolled items and retained the power to reimpose ceiling prices in cases where unjustified price advances occurred. He also directed attention to the fact that the Wartime Prices and Trade Regulations provide that "no person shall sell or offer for sale or supply any goods or services at a price which is higher than is reasonable and just".

The decontrol undertaken at this time constituted a long step toward the complete withdrawal of wartime stabilization controls. While it was recognized that the readjustment to a free price structure would entail difficulties, these were largely inescapable in the light of the permanent nature of many cost increases and of the substantial gap between the Canadian and external price levels.

In regard to the pace of decontrol, the Hon. Colin Gibson, Secretary of State, in a radio address on September 24, 1947, said

that price and related controls were emergency measures designed to meet the peculiar problems of wartime and the transitional period. Discussing the 'principles' which had guided the Government in its decontrol program he stated: "It was one thing for the Canadian Government, under the stress of a world war in which civilization itself was at stake, to bring the entire economy of the country under rigid control. But it is quite another thing to continue these controls long after hostilities have ceased."

The problem of the emergency nature of controls had two aspects. In the first place Government policy was opposed to "a controlled and regimented economy" and did not wish to perpetuate in peacetime the type of controls which were necessary in wartime. In the second place, the power to control prices was within the jurisdiction of the provinces under the British North America Act and only in a national emergency could the Federal Government secure authority in this field. Mr. Gibson pointed out in his address that the Courts, after the last war, held that analogous legislation passed at that time was beyond the jurisdiction of the Federal Parliament, and was therefore void.

Prices, Retail and Wholesale, in Canada, September, 1947

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index rose to a new post-war peak of 139.4 on September 2, 1947, for a gain of 2.8 points during the month. It was the highest point touched by the index since February, 1921. Five groups registered advances led by an increase of 6.5 points to 152.0 for the clothing series where firmer prices for men's and women's wear were the principal supporting factors. Substantially higher quotations for butter, eggs, meats, tea, coffee, lemons and oranges outweighed weakness in potatoes to move the food series up 4.7 points to 165.3, while the home furnishings and services group rose 3.7 points to 147.4 due to further advances for furniture, floor coverings and home furnishings. An increase of 2.5 points to 121.1 in the fuel and light series reflected firmer coal and coke quotations while the miscellaneous group moved up 0.3 to 117.5 due to higher prices for items included in the health and personal care subsections. Rentals were unchanged at 117.8.

Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities, on the base August 1939=100, all moved higher in September due to advances for foods, clothing, home furnishings and services, fuel and light and miscellaneous items. Between August 1 and September 2, 1947, the composite index for Montreal rose 3.7 points to 142.6 followed by the Vancouver series up 2.6 points to 138.2; Saint John 2.5 to 137.4; Toronto 2.3 to 137.3; Winnipeg 2.1 to 134.1; Saskatoon 2.0 to 140.6; Halifax 1.9 to 137.0 and Edmonton 1.8 to 135.8.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada, at the date under review.

The prices of the staple food items included in the table are all used in the calculation

(Continued on page 1556)

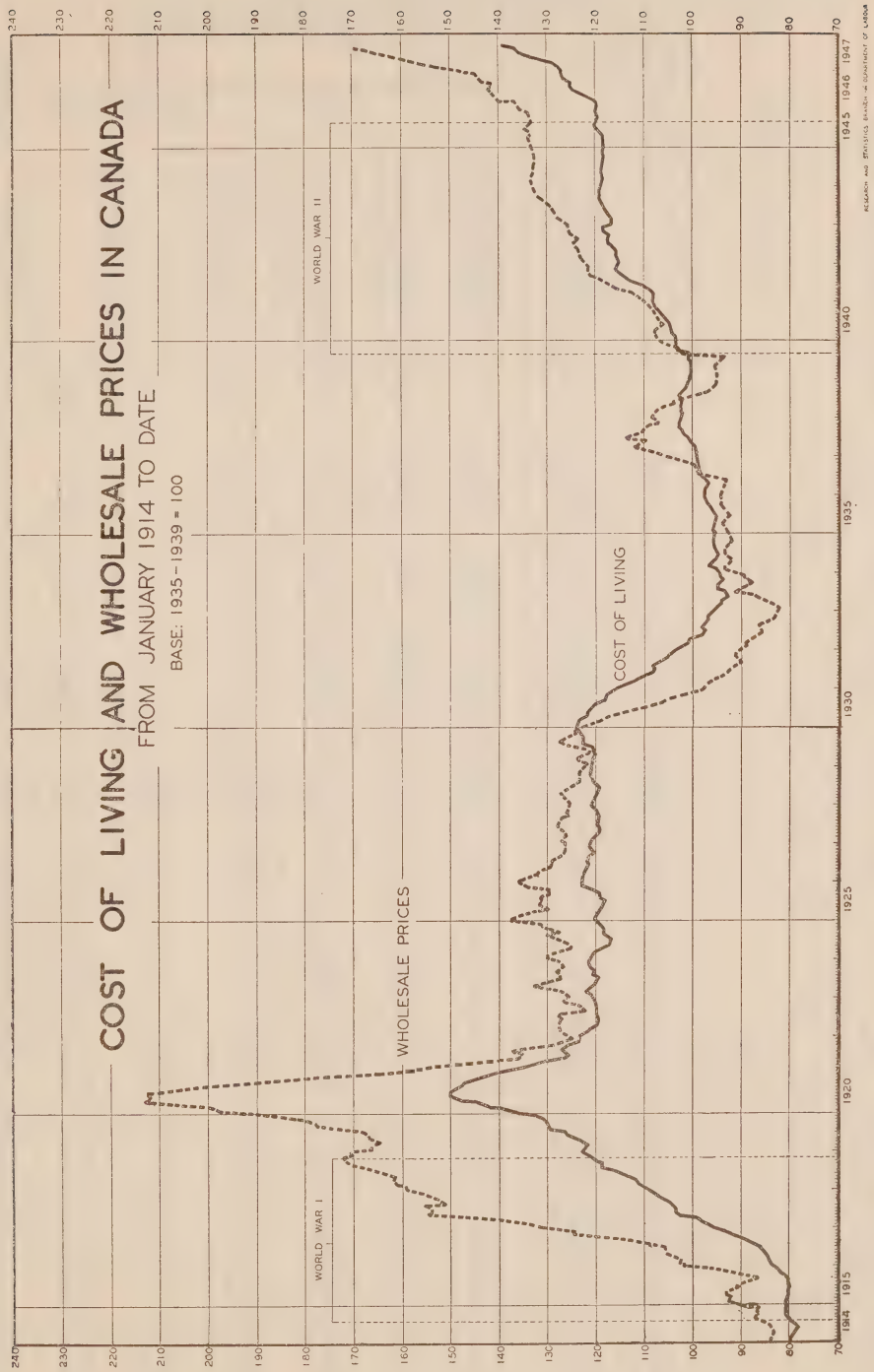


TABLE 1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.6		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.8	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.2	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.1	129.5
June 1.....	122.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August 1.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September 3.....	124.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October 1.....	125.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November 1.....	126.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December 2.....	126.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
Year.....	122.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....									
January 2.....	126.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February 1.....	126.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March 1.....	127.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April 1.....	129.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May 1.....	132.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June 2.....	133.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July 2.....	134.5	135.9	159.8	117.8	117.3	143.2	142.6	117.2	149.1
August 1.....	135.6	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September 2.....	133.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7

†Commodities in the cost of living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1947

Base:—August 1939=100.

—	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	137.0	173.1	107.3	120.1	154.5	137.0	116.5
Saint John.....	137.4	164.3	110.7	122.4	154.8	139.2	116.2
Montreal.....	142.6	175.0	115.3	122.7	148.4	151.5	113.4
Toronto.....	137.3	161.3	114.6	132.1	155.4	143.6	118.6
Winnipeg.....	134.1	162.2	109.6	117.6	147.1	142.0	114.6
Saskatoon.....	140.6	172.1	117.3	126.2	149.0	147.8	115.7
Edmonton.....	135.8	170.1	107.0	108.4	151.9	142.0	115.7
Vancouver.....	138.2	167.3	110.1	130.0	154.1	141.0	116.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE III.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August, 1939=100)

Dominion Average Retail Price Relatives With Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Aug. 1939	Dec. 1941	Feb. 1946	May 1946	Aug. 1946	Nov. 1946	Feb. 1947	May 1947	July 1947	Aug. 1947	Sept. 1947	Price Sept. 1947
Beef, sirloin steak.....	lb.	100.0	120.7	154.8	155.6	163.1	164.2	164.5	175.3	176.7	177.1	177.1	49.4
Beef, round steak.....	lb.	100.0	125.7	167.9	168.8	177.2	177.6	178.1	192.0	193.2	193.2	193.2	45.8
Beef, rib roast.....	lb.	100.0	125.5	175.2	176.1	185.7	186.1	185.7	201.3	202.6	202.2	202.2	46.5
Beef, shoulder.....	lb.	100.0	132.7	162.3	162.3	168.6	169.2	169.2	186.8	188.7	188.7	188.7	30.0
Beef, stewing, boneless.....	lb.	100.0	136.7	168.3	169.0	173.5	173.5	174.3	194.0	195.5	196.2	196.2	26.8
Veal, front roll, boneless.....	lb.	100.0	139.3	174.6	174.6	174.0	175.7	175.7	174.6	175.1	175.7	176.3	29.8
Lamb, leg roast.....	lb.	100.0	109.9	152.8	152.8	171.1	156.7	156.3	157.4	165.1	170.1	170.8	48.5
Pork, fresh loins, centre cut.....	lb.	100.0	125.3	144.2	158.1	162.6	163.7	170.3	172.9	172.9	173.3	176.2	47.9
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	143.9	159.7	164.8	165.4	174.3	178.0	177.4	177.4	181.6	34.6
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	142.5	157.2	162.4	162.7	178.4	180.9	180.9	180.9	185.3	59.1
Lard, pure.....	lb.	100.0	151.3	160.5	172.8	178.1	178.1	230.7	242.1	242.1	242.1	242.1	27.6
Shortening, vegetable.....	lb.	100.0	134.7	137.5	138.9	140.3	141.0	166.7	215.3	216.0	216.0	216.7	31.2
Eggs, grade "A", large.....	doz.	100.0	156.4	144.1	143.1	176.3	179.9	151.3	144.5	151.0	157.1	188.6	58.7
Milk.....	qt.	100.0	111.0	95.4	96.3	114.7	139.4	139.4	139.4	139.4	139.4	139.4	15.2
Butter, creamery, prints.....	lb.	100.0	140.5	148.7	164.1	164.1	164.8	164.8	186.1	205.1	206.6	237.4	64.8
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	100.0	174.6	166.3	167.3	168.3	170.2	172.1	175.9	179.6	181.1	181.8	24.3
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	107.9	107.9	107.9	107.9	107.9	6.8
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	127.3	127.3	4.2
Rolled oats, package.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	125.1	131.4	134.6	136.2	8.6
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	105.4	106.5	106.5	108.7	10.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	100.0	129.9	137.7	137.7	139.6	161.3	169.8	170.8	171.7	171.7	172.6	18.3
Peas, canned, 2's.....	tin	100.0	117.5	121.7	121.7	124.2	130.0	131.7	132.5	133.3	134.2	138.3	16.6
Corn, canned, 2's.....	tin	100.0	128.3	132.7	132.7	133.6	142.5	146.9	147.8	148.7	149.6	150.4	17.0
Beans, dry.....	lb.	100.0	129.4	135.3	137.3	137.3	154.9	170.6	178.4	180.4	182.4	178.4	9.1
Onions.....	lb.	100.0	108.1	134.7	155.1	153.1	134.7	136.7	159.2	187.8	179.6	153.1	7.5
Potatoes.....	15 lbs.	100.0	89.9	154.0	160.4	180.8	128.0	129.6	136.6	204.3	207.6	171.0	56.1
Prunes, bulk.....	lb.	100.0	115.8	130.7	136.8	142.1	143.0	168.4	177.2	176.3	176.3	175.4	20.0
Raisins, seedless, bulk.....	lb.	100.0	104.0	117.2	127.8	126.5	126.8	155.0	172.2	164.2	164.4	138.4	20.9
Oranges.....	doz.	100.0	132.5	147.8	153.9	151.9	153.9	126.3	137.5	125.6	124.6	134.8	39.5
Lemons.....	doz.	100.0	111.3	150.5	145.5	144.3	145.2	140.0	140.3	138.5	144.9	170.8	55.5
Jam, strawberry, 16 oz.....	jar	100.0	111.3	115.7	122.4	132.1	140.0	142.5	145.5	149.8	151.6	152.8	25.1
Peaches, 20 oz.....	tin	100.0	101.5	105.1	105.6	107.1	123.9	127.9	129.9	131.0	132.5	134.5	26.5
Marmalade, orange, 16 oz.....	jar	100.0	118.3	128.9	131.1	132.6	134.0	134.8	136.2	138.4	139.9	142.1	19.3
Corn syrup, 2 lb.....	tin	100.0	138.0	157.7	157.7	168.8	176.9	180.4	180.4	178.1	177.5	176.9	30.3
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	147.7	147.7	147.7	147.7	9.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	150.8	150.8	152.4	152.4	9.6
Coffee.....	lb.	100.0	141.6	131.7	132.0	132.8	133.4	144.1	146.7	146.7	147.6	154.1	52.1
Tea black, $\frac{1}{2}$ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	147.3	149.3	149.3	150.3	167.7	49.3

* Descriptions and units of sale apply to September, 1947 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef						Pork													
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roasts) per lb.	Fresh shoulder, hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 5 oz. package
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	49-1	46-3	44-2	32-2	30-6	....	45-7	48-7	....	58-2	28-3	31-8	57-7	14-0	64-1	25-9	7-3	4-6	8-2	10-5
Nova Scotia—																				
2—Halifax.....	51-5	48-1	44-2	31-4	26-8	24-3	50-7	49-4	34-6	59-5	28-9	31-7	65-4	15-0	67-0	25-0	8-0	4-6	10-1	11-2
3—New Glasgow.....	52-6	49-7	49-7	32-7	27-8	....	52-0	50-7	36-6	58-9	28-8	31-5	64-3	15-0	64-6	25-5	7-3	4-9	8-1	10-7
4—Sydney.....	52-8	47-3	38-0	32-4	29-5	....	54-0	....	....	61-7	28-5	31-9	70-2	16-0	66-6	26-7	7-3	4-6	9-2	10-9
5—Truro.....	51-3	48-3	47-5	31-7	28-7	....	51-4	48-9	37-0	59-0	30-0	30-7	65-8	14-0	65-7	24-7	6-7	4-9	9-5	10-8
New Brunswick—																				
6—Fredericton.....	53-0	49-0	49-0	31-5	28-3	31-0	51-2	46-6	34-3	57-9	28-6	31-5	64-5	15-0	65-8	25-4	7-3	4-8	7-7	10-5
7—Moncton.....	51-3	48-5	50-1	30-8	28-6	....	50-8	48-5	34-8	60-3	28-4	31-1	63-3	15-0	65-2	25-3	8-0	4-4	9-5	10-5
8—Saint John.....	51-9	48-6	43-7	30-6	26-9	30-0	51-3	49-8	35-4	59-7	28-2	31-6	63-4	16-0	66-8	25-6	7-3	4-2	8-3	10-3
Quebec—																				
9—Chicoutimi.....	48-3	47-2	48-0	33-7	26-3	....	....	47-7	38-0	57-3	29-5	....	64-6	15-0	63-0	25-0	6-0	4-3	....	10-5
10—Hull.....	45-7	43-6	45-1	30-8	25-7	30-4	49-7	46-2	33-6	59-1	27-9	30-2	60-8	15-0	61-5	23-1	6-0	3-8	8-4	9-5
11—Montreal.....	48-3	45-0	46-9	30-3	26-8	30-0	48-5	46-0	35-3	59-6	28-9	31-2	61-5	15-5	64-5	23-5	6-0	3-8	9-3	9-9
12—Quebec.....	49-2	45-7	47-2	20-2	25-6	29-9	45-9	42-5	35-9	56-3	28-5	31-1	60-9	15-0	63-7	24-2	5-5	3-7	8-7	10-2
13—Saint Hyacinthe.....	43-3	39-7	40-0	29-9	23-8	32-4	43-3	44-3	33-4	53-6	27-3	29-9	57-9	14-0	62-6	23-3	5-3	4-1	9-6	9-9
14—Saint Johns.....	50-3	43-7	47-3	31-7	31-3	....	....	44-7	36-3	60-3	28-7	31-3	60-7	14-0	64-4	24-7	5-3	4-4	9-3	10-3
15—Sherbrooke.....	51-7	47-6	44-9	31-7	26-6	33-0	....	45-2	33-0	55-4	26-8	31-0	62-4	15-0	64-5	23-9	6-0	4-2	9-0	16-0
16—Sorel.....	47-7	43-5	45-6	29-3	26-2	....	....	45-0	33-4	59-6	28-6	30-9	57-0	14-0	63-0	24-3	5-3	4-0	8-9	10-2
17—Thetford Mines.....	45-6	44-1	40-3	32-7	24-1	....	....	42-7	31-6	....	28-4	30-4	58-7	14-0	62-7	23-4	6-0	4-1	7-9	9-9
18—Three Rivers.....	47-5	44-3	43-5	31-6	25-5	30-7	47-3	44-2	33-3	58-6	28-8	29-7	60-1	15-0	61-9	22-8	6-0	4-0	8-9	9-9
Ontario—																				
19—Belleville.....	50-0	46-0	48-8	29-2	27-0	....	45-8	48-8	34-2	60-3	27-8	30-8	52-5	15-0	64-8	23-1	6-7	4-3	8-0	9-8
20—Brantford.....	50-7	47-1	47-9	30-7	27-0	30-8	49-8	49-5	34-7	59-5	27-6	30-7	56-1	15-0	65-1	24-2	6-7	4-3	8-5	9-9
21—Brockville.....	51-7	48-4	51-0	31-4	27-2	....	50-7	47-1	33-8	60-9	27-6	29-8	57-6	15-0	64-0	24-2	6-3	4-1	8-9	9-9
22—Chatham.....	49-0	45-6	47-8	29-9	26-9	....	....	49-6	36-0	59-3	27-1	31-1	52-3	15-0	64-3	23-0	6-7	4-2	7-5	9-4
23—Cornwall.....	51-6	48-3	49-7	30-6	30-3	....	50-0	48-1	37-0	59-2	28-1	30-8	59-5	15-0	64-8	23-5	6-0	3-9	8-0	9-9
24—Fort William.....	48-6	45-0	46-6	28-9	27-1	....	50-0	....	....	58-3	27-2	29-9	64-0	16-0	64-7	24-4	6-0	3-9	8-3	9-5
25—Galt.....	50-0	46-7	47-6	29-7	26-0	....	50-7	50-3	35-0	61-4	27-9	30-5	53-1	15-0	65-4	23-4	6-7	4-1	9-1	9-9
26—Guelph.....	50-3	46-7	48-3	30-3	28-0	35-5	51-0	50-6	36-6	59-8	27-2	30-8	53-7	15-0	65-7	23-1	6-0	4-2	9-0	9-9
27—Hamilton.....	49-5	46-1	48-4	30-5	27-4	30-8	49-8	50-0	34-6	60-7	27-3	30-8	58-1	16-0	65-6	23-5	6-0	4-4	9-2	9-7
28—Kingston.....	51-4	46-6	48-3	30-2	26-6	32-3	50-0	48-2	33-1	58-4	27-3	30-7	58-5	15-0	63-9	23-3	6-0	4-3	8-8	9-9
29—Kitchener.....	49-7	46-0	49-4	29-9	26-6	32-2	47-7	49-9	35-0	60-7	27-3	30-7	53-9	15-0	64-5	23-4	6-7	4-1	8-3	9-7
30—London.....	49-9	45-9	47-9	30-8	26-8	32-3	51-1	50-2	33-9	59-7	27-2	30-5	55-3	15-0	65-0	23-5	6-0	4-4	8-8	9-7
31—Niagara Falls.....	48-1	44-5	46-6	28-8	35-3	....	47-0	47-6	33-6	59-6	27-2	30-6	60-8	15-5	65-5	24-4	6-0	4-2	8-1	9-7
32—North Bay.....	51-2	47-5	49-0	30-5	27-8	....	49-2	51-0	....	61-6	27-6	31-3	64-7	16-0	66-7	24-6	6-7	4-3	9-5	10-3
33—Oshawa.....	49-1	47-4	50-0	29-8	26-6	30-0	48-3	49-5	35-7	61-2	27-4	30-4	58-2	15-0	64-1	23-1	6-0	4-2	8-6	9-6

Locality	Beef					Pork					Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless,) per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roasts) per lb.	Fresh shoulder, hock-off, per lb.											
34—Ottawa.....	49-5	46-5	48-4	29-9	26-7	29-9	49-9	48-6	34-1	59-0	28-1	30-3	60-8	15-0	63-8	23-5	6-7	3-9	8-5	10-1
35—Owen Sound.....	49-9	46-1	48-1	30-6	26-6	.....	.....	49-3	35-7	59-4	27-7	30-8	50-7	15-0	64-4	23-2	6-0	4-1	7-2	9-7
36—Peterborough.....	51-0	47-4	48-3	30-6	27-8	32-0	49-4	49-2	34-3	58-4	27-2	30-6	54-1	15-0	63-9	23-9	6-0	4-3	9-3	9-3
37—Port Arthur.....	49-0	45-4	46-0	29-2	27-0	.....	49-5	49-7	36-0	61-6	27-5	30-1	64-9	16-0	65-5	25-1	6-3	4-0	7-6	9-8
38—Saint Catharines.....	49-4	45-9	48-3	31-0	27-4	31-0	49-8	51-2	34-7	60-9	27-6	30-6	59-0	15-5	65-1	23-8	6-0	4-3	8-7	9-9
39—Saint Thomas.....	49-9	46-8	48-4	30-7	27-5	31-3	.....	50-5	35-6	59-6	27-5	30-7	57-4	15-0	65-3	23-8	6-0	4-5	9-1	10-0
40—Sarnia.....	50-3	46-1	47-8	30-9	27-1	.....	.....	48-4	33-9	58-4	27-4	31-5	57-6	15-0	65-5	23-9	6-0	4-4	9-1	10-1
41—Sault Ste. Marie.....	50-4	46-1	45-6	30-1	27-1	.....	49-5	49-7	.....	58-0	27-8	30-1	67-7	16-0	65-7	24-0	6-7	4-0	8-2	9-6
42—Stratford.....	47-8	45-0	47-6	30-4	26-6	.....	48-7	49-2	34-5	59-7	27-8	31-6	53-1	15-0	64-2	23-3	5-3	4-1	8-9	10-0
43—Sudbury.....	48-3	44-8	44-3	31-6	27-4	30-0	45-2	46-7	36-0	58-6	27-9	31-0	59-9	16-0	64-9	23-8	6-7	4-1	8-7	10-0
44—Timmins.....	49-9	46-4	47-8	29-9	28-0	29-6	49-4	48-0	.....	58-9	27-8	30-6	64-1	17-0	65-9	24-9	6-7	4-2	9-1	10-0
45—Toronto.....	50-4	46-9	49-3	31-0	27-0	30-6	50-7	50-6	34-5	60-8	27-8	30-5	58-3	16-0	65-2	22-9	6-7	4-5	8-9	9-9
46—Welland.....	49-2	46-4	45-5	29-6	25-8	28-0	.....	49-6	35-9	58-8	27-8	30-7	58-0	16-0	65-3	23-7	6-7	4-1	8-9	9-8
47—Windsor.....	49-2	46-0	48-1	30-3	27-1	.....	49-2	48-8	34-8	57-4	27-1	30-2	56-8	16-0	65-1	23-0	6-0	4-2	9-1	9-5
48—Woodstock.....	50-3	47-7	48-0	31-3	28-3	.....	.....	48-7	35-6	59-7	27-5	31-0	54-8	15-0	63-5	23-4	6-0	4-1	8-7	9-9
Manitoba—																				
49—Brandon.....	48-2	43-6	45-7	27-8	26-0	.....	48-0	48-6	35-7	58-0	25-4	32-0	56-7	13-0	62-3	24-8	7-1	3-9	6-6	9-8
50—Winnipeg.....	47-8	43-4	40-7	28-0	25-8	28-7	46-5	48-1	36-0	58-3	25-4	30-7	61-9	14-0	62-5	24-1	8-0	3-7	8-6	9-5
Saskatchewan—																				
51—Moose Jaw.....	45-6	42-2	41-8	27-0	24-2	.....	44-3	44-2	30-8	56-2	25-1	33-5	.....	14-0	63-8	25-0	7-2	4-0	7-8	9-6
52—Prince Albert.....	43-4	41-6	41-0	27-2	24-4	28-0	42-0	42-2	30-7	56-3	26-0	31-9	54-							

COAL AND RENTALS BY CITIES, SEPTEMBER, 1947

Canned Vegetables															Sugar				Coal		Rent (a)
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin													Granulated, per lb.	Yellow, per lb.					
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
17-5	16-0	16-4	9-0	8-2	57-7	21-7	21-4	34-0	56-5	49-5	...	39-3	29-9	9-2	9-1	50-7	49-4	20-75	...	32-50-36-50	34
.....	16-5	.....	8-1	7-3	46-2	19-5	19-2	39-1	59-3	48-3	...	39-4	29-0	9-4	9-3	53-4	52-0	19-50	.....	16-50-20-50	35
17-1	16-2	.....	8-1	7-4	52-8	21-4	19-4	34-9	55-4	49-0	...	37-9	29-0	9-5	9-5	49-1	49-6	20-50	.....	25-00-29-00	36
18-0	16-6	16-7	8-5	7-5	60-9	21-1	23-4	33-5	54-5	49-1	...	39-6	29-2	9-8	9-7	49-4	49-0	16-80	.....	23-00-27-00	37
17-0	16-3	.....	8-4	6-4	54-7	21-0	19-9	34-6	60-0	48-2	...	36-1	30-9	9-3	9-3	49-4	50-7	19-50	.....	28-00-32-00	38
18-0	16-4	.....	8-3	7-7	51-3	18-7	20-0	44-6	60-2	50-0	...	39-8	30-7	9-7	9-6	52-0	52-8	19-50	.....	22-00-26-00	39
17-6	17-1	.....	9-0	8-3	48-2	19-8	21-4	44-2	63-5	49-0	...	37-9	29-6	9-8	9-8	51-0	51-3	19-50	.....	.....	40
.....	16-6	.....	8-0	7-9	54-4	18-5	19-4	34-1	58-5	50-3	...	36-5	29-7	9-7	9-5	47-2	48-2	21-00	.....	23-00-27-00	41
17-3	16-4	.....	8-0	7-5	50-3	19-5	18-8	39-2	53-9	47-9	...	37-0	29-8	9-6	9-5	52-1	51-3	19-50	.....	22-00-26-00	42
18-1	16-1	17-0	9-0	7-1	50-2	20-6	21-8	34-3	58-8	50-0	...	37-9	30-7	9-7	9-5	51-8	48-3	21-05	.....	28-50-32-50	43
18-9	16-7	17-0	8-8	7-6	64-8	19-7	19-5	37-0	55-7	53-3	...	39-4	30-1	9-8	9-8	49-3	49-0	22-00	.....	29-00-33-00	44
17-2	16-4	16-5	8-7	6-3	52-1	19-9	19-4	34-4	57-0	46-8	...	36-6	28-8	9-1	9-0	52-4	51-7	18-35	.....	33-50-37-50	45
17-0	15-9	.....	9-0	5-7	52-7	19-9	19-2	35-2	57-4	47-0	24-3	34-6	28-6	9-3	9-4	47-3	50-3	18-80	.....	.....	46
17-1	16-7	16-5	8-9	6-2	48-1	20-1	20-4	37-5	57-6	47-5	...	36-0	28-6	9-4	9-2	51-9	49-9	20-00	.....	26-00-30-00	47
17-5	16-3	.....	.....	6-3	47-6	20-5	18-6	37-3	58-5	49-0	...	39-0	28-3	9-6	9-5	51-4	50-7	19-50	.....	22-50-26-50	48
20-0	17-4	17-5	.....	7-6	52-0	20-9	20-8	40-2	53-1	.....	.....	42-3	29-4	10-3	10-1	51-5	45-0	.....	14-25*	22-00-26-00	49
19-3	17-7	18-0	9-9	7-1	43-1	19-7	19-8	38-1	47-9	51-4	26-5	39-6	27-9	10-0	10-0	45-9	48-0	.....	15-30	27-50-31-50	50
.....	17-0	.....	10-0	7-6	70-5	.....	21-6	42-0	47-0	.....	.....	39-3	.....	10-7	10-7	49-5	45-4	.....	12-50	23-50-27-50	51
19-7	17-9	18-3	10-1	7-9	74-0	22-1	20-6	42-3	50-3	48-8	28-2	40-5	30-3	11-0	10-8	50-6	50-2	.....	12-60	20-00-24-00	52
21-7	17-7	18-4	9-8	7-8	65-0	20-4	20-6	36-7	44-8	53-8	26-0	39-0	30-1	10-9	10-9	52-3	49-8	.....	13-60	29-50-33-50	53
21-5	17-4	18-4	10-3	7-0	69-9	21-1	22-9	37-2	50-4	48-6	26-3	39-9	29-7	11-0	11-1	52-0	45-4	.....	12-40	23-00-27-00	54
21-0	17-2	17-8	10-1	7-5	69-8	20-2	21-5	38-3	56-4	54-5	26-0	37-4	29-6	10-1	10-6	50-9	47-5	.....	10-25	27-00-31-00	55
21-5	17-9	17-9	10-4	8-1	71-7	20-3	23-8	45-4	57-6	57-7	27-7	38-6	31-7	10-8	11-1	50-4	48-4	.....	.....	21-00-25-00	56
20-6	16-1	17-2	11-1	7-1	53-9	21-8	22-6	40-2	47-7	57-9	25-5	40-6	28-6	10-2	10-5	51-8	48-0	.....	7-60	26-00-30-00	57
.....	16-6	16-7	9-6	8-5	58-2	19-9	20-7	32-0	56-2	.....	27-5	36-6	30-4	10-4	11-0	51-5	48-7	.....	7-00	23-00-27-00	58
.....	16-6	.....	.....	7-9	62-6	20-2	21-5	41-4	44-0	56-2	.....	37-6	27-7	9-9	10-4	49-6	46-1	.....	.....	17-50-21-50	59
19-3	16-3	17-3	.....	6-9	59-1	19-1	18-8	33-9	39-3	53-7	24-7	36-6	27-0	9-0	8-9	48-4	46-6	.....	15-45	20-50-24-50	60
20-4	18-0	.....	.....	8-0	64-6	20-8	20-4	44-7	52-9	45-0	.....	39-2	29-6	9-9	9-7	51-6	47-6	.....	17-25	20-00-24-00	61
23-0	17-7	.....	.....	7-8	69-3	17-9	20-7	37-3	56-6	.....	.....	36-9	33-0	10-0	9-8	48-8	46-8	.....	13-50	23-00-27-00	62
18-8	16-4	16-5	.....	7-1	59-7	18-9	19-4	35-4	41-5	56-6	24-6	34-7	28-1	9-1	9-2	51-4	47-3	.....	15-45	26-00-30-00	63
19-0	16-4	17-5	.....	7-8	64-1	19-0	21-2	32-7	45-3	53-0	.....	37-4	.....	9-9	9-7	52-6	48-7	.....	15-90	21-50-25-50	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS
1926=100

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	June 1947	July 1947	August 1947
All commodities.....	64.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.0	103.6	108.7	127.8	129.1	130.8
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	118.8	113.5	115.0
II Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	109.0	59.4	74.6	92.1	107.9	114.5	129.6	129.4	131.6
III Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.0	91.3	69.7	70.0	91.8	97.0	131.1	132.2	134.1	134.1
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	132.3	162.8	165.0	165.8
V Iron and Its Products.....	68.9	156.9	168.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	134.8	135.0	136.8
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	94.3	71.3	77.7	79.8	88.0	*127.6	*132.5	133.0
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	113.0	114.4	117.3
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	110.9	110.8	110.4
Classified according to purpose—														
I Consumers' Goods	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	116.5	117.5	118.9
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	119.1	120.5	121.7
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.0	91.1	76.0	77.2	92.2	94.6	96.8	114.8	115.5	117.1
II Producers' Goods.....	67.7	133.3	164.8	93.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	128.5	129.4	131.4
Producers' Equipment.....	55.1	81.3	108.6	104.1	100.0	94.6	83.0	95.4	105.7	119.1	121.2	130.8	131.5	136.2
Producers' Materials.....	69.1	139.0	171.0	98.2	100.0	96.3	60.5	67.6	81.1	98.7	104.0	128.2	129.2	130.9
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	127.3	134.8	164.0	165.5	167.7
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.0	95.9	57.5	63.9	76.6	93.8	98.8	122.1	123.1	124.7
Classified according to origin—														
I Farm	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	110.4	111.5	112.5
A. Field.....	70.1	129.0	146.0	95.9	100.0	105.5	61.0	75.5	91.6	101.6	107.6	126.3	126.9	129.1
B. Animal.....	64.1	132.6	160.6	88.0	100.0	100.8	51.0	64.3	72.8	109.7	111.9	119.2	120.1	120.1
II Marine.....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.2	92.1	131.7	144.0	151.9	149.5	151.3
III Forest.....	60.1	89.7	151.3	106.8	100.0	93.7	80.6	78.9	95.6	119.2	131.3	161.6	163.7	164.4
IV Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	103.8	118.8	120.2	122.5
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.5	129.3	131.0	133.1
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.0	93.0	70.2	75.3	88.8	94.0	98.8	115.6	116.2	117.1

*Revised

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistics	Cost of Living, Commonwealth Statistics	Wholesale, Government Statistics	Cost of Living, Government Statistics
Number of Commodities:	508	1935-1939	889	1935-1939	240	July 1914	78	July 1914	188	1910-1900	1936-1939 = 100	1926-1930 = 1000	180	1926-1930 = 1000
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910-1900	1936-1939 = 100	1936-1939 = 100	1926-1930 = 1000	1926-1930 = 1000	1926-1930 = 1000
1913	64.0	79.1	59.8	70.7	.....	(g) 100	(g) 100	(h) 100	1125	814	.....	.....	748	628
1914	65.5	79.7	88.1	71.8	.....	(g) 100	(g) 100	(h) 100	1090	855	.....	.....	805	676
1915	70.4	80.7	89.5	72.5	.....	123	.....	.....	1204	908	.....	.....	882	724
1916	84.3	87.0	85.5	77.9	.....	146	.....	.....	1379	966	.....	.....	1024	786
1917	114.3	102.4	117.5	91.6	.....	203	.....	204	1723	1064	.....	.....	1225	850
1918	127.4	115.6	131.3	107.5	.....	215	.....	222	1854	1177	.....	.....	1282	912
1919	134.0	126.5	138.6	128.8	.....	215	.....	224	2512	1458	.....	.....	1536	1019
1920	155.9	145.4	154.4	145.0	.....	249	.....	200	1805	1320	.....	.....	1428	1034
1921	110.0	129.9	97.6	127.7	.....	226	.....	161	1445	1101	.....	.....	1194	852
1922	97.3	119.7	96.7	119.7	.....	183	.....	162	1387	1063	.....	.....	1053	1010
1926	100.0	121.8	100.0	126.4	.....	172	.....	161	1358	1069	.....	.....	994	1006
1928	96.4	120.5	96.7	122.6	.....	166	.....	161	1305	1065	.....	.....	988	1004
1929	95.6	121.7	95.3	122.5	.....	164	.....	161	1155	1041	.....	.....	963	981
1930	86.6	120.8	86.4	119.4	.....	157	.....	158	1047	982	.....	.....	904	795
1933	67.1	94.4	65.9	92.4	.....	85.7	.....	91.0	1174	1000	.....	.....	1036	951
1938	78.6	102.2	78.6	100.8	.....	101.4	.....	107.1	1146	999	.....	.....	1071	990
1939	75.4	101.5	77.1	99.4	.....	102.8	.....	111.2	1273	1084	.....	.....	1195	1035
1940	82.9	105.6	78.6	100.2	.....	136.6	.....	151	1398	1082	.....	.....	1311	1073
1941	90.0	111.7	87.3	105.2	.....	152.6	.....	174	1708	1244	.....	.....	1513	1062
1943	100.0	118.4	103.1	123.5	.....	162.8	.....	203	1766	1288	.....	.....	1558	1003
1944	102.5	118.9	104.0	125.5	.....	166.2	.....	207	1732	1270	.....	.....	1384	1004
1945	103.6	119.5	105.8	128.4	.....	169.0	.....	209	1834	1341	.....	.....	1390	1008
1946	108.7	123.6	121.1	135.2	.....	175.2	.....	208	1700	1349	.....	.....	1611	.....
1946-April	108.4	130.8	120.9	172.7	.....	203	.....	205	1830	1347	.....	.....	1613	.....
May	109.0	122.0	111.0	131.7	.....	204	.....	206	1830	1347	.....	.....	1610	.....
June	109.0	122.0	111.0	131.7	.....	204	.....	206	1830	1347	.....	.....	1610	.....
July	109.3	123.6	112.9	133.3	.....	203	.....	207	1848	1352	.....	.....	1608	.....
August	109.7	124.7	114.1	141.0	.....	205	.....	207	1843	1352	.....	.....	1608	.....
September	109.2	125.6	114.1	144.1	.....	205	.....	207	1856	1380	.....	.....	1615	.....
October	109.3	125.6	114.1	144.1	.....	205	.....	207	1856	1380	.....	.....	1615	.....
November	111.0	125.8	114.1	145.4	.....	203	.....	211	1870	1383	.....	.....	1645	.....
December	111.6	127.1	114.1	145.4	.....	203	.....	212	1870	1383	.....	.....	1645	.....
1947-January	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
February	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
March	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
April	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
May	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
June	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
July	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
August	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
September	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
October	112.0	127.1	114.1	145.4	204	212	1870	1383	1645
November	112.0	127.1	114.1	145.4	204	212	1870	1383	1645
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May	112.0	127.1	114.1	145.4	204	212	1870	1383	1645
June	112.0	127.1	114.1	145.4	204	212	1870	1383	1645
July	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
August	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
September	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
October	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
November	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....
December	112.0	127.1	114.1	145.4	.....	204	.....	212	1870	1383	.....	.....	1645	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945, "Consumers Price Index for Moderate-Income Families in Large Cities". (k) Old series dropped, June 17, 1947=203; new series "Index of Retail Prices" base June 17, 1947=100.

of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores, although these are included in the calculation of the index, since the movement of chain store prices agrees closely with the movement of independent store prices.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail price of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is included in Table I.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expendi-

ture was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

Wholesale Prices, August, 1947

The average level of wholesale prices moved up 1.7 points between July and August, 1947, to an index level of 130.8 (1926-100). Seven of the eight main groups were higher, led by an advance of 2.9 points to 117.3 for the non-metallic minerals series. Higher prices for imported coal, kerosene, salt and building stone supported the increase in this series. A gain of 2.2 points to 131.6 for animal products reflected strength in butter, eggs and halibut which outweighed weakness in live stock and fowl. Textile products advanced 1.9 to 134.1 due to strength in raw wool and woollen cloth. Iron products rose 1.8 to 136.8 due to increases in pig iron, steel plate and steel sheet quotations. Advances for flax, cocoa beans, coffee beans, tea, oranges and lemons outweighed weakness for potatoes, rye and onions to move the vegetable products series up 1.5 to 115.0, while higher prices for hardwood lumber and cedar shingles were responsible for a gain of 0.8 to 165.8 for wood products. Non-ferrous metals rose 0.5 to 133.0 due to an increase in the price of silver. Chemicals and allied products recorded the only decline, a drop of 0.4 to 110.4, reflecting weakness in glycerine, shellac and tartaric acid. These overbalanced a stronger tone for calcium carbide, creosote oil, cyanamid and ammonium nitrate.

Canadian farm product prices at wholesale weakened fractionally between July and August from 120.1 to 120.0. Lower quotations for field products were responsible, a drop of 0.3 to 106.3 in this series reflecting lower prices for potatoes, rye and onions. Flax and hay were moderately stronger in this section. In the animal products group firmer egg quotations outweighed an easier tone for live stock and fowl to advance the index 0.1 to 142.8.

Publications Received in Library of Department of Labour, Ottawa, Quarter Ending September, 1947

THE publications listed below are not for sale by the Department of Labour, but may be obtained on loan, free of charge, upon application to the Librarian, Department of Labour, Ottawa. Inquiries with respect to purchases should be directed to the respective publishers.

Business:

1. DEWEY, EDWARD R. *Cycles; the Science of Prediction*, by Edward R. Dewey and Edwin F. Dakin, New York, H. Holt & Company, 1947. Pp. 255. \$2.75.

2. MACGIBBON, ELIZABETH GREGG. *Fitting Yourself for Business; What the Employer Wants beyond Skills*. New York, McGraw-Hill Book Company, Inc., 1941. Pp. 456.

Collective Bargaining:

3. HOEBRECKX, OMER STANISLAUS. *Management Handbook for Collective Bargaining*. New York, Commerce Clearing House, Inc., 1947. Pp. 208.

4. NATIONAL FOREMEN'S INSTITUTE. *How to Handle Collective Negotiations*. Deep River, Conn., 1946. Pp. 39. \$5.00.

5. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Heller Budget in Wage Negotiations*, by Jules Backman. New York, 1947. Pp. 20.

6. TELLER, LUDWIG. *Management Functions under Collective Bargaining; the Rights and Responsibilities of Management in a Union Relationship*. With Foreword by Arthur T. Vanderbilt. New York, Baker, Voorhis & Co., Inc., 1947. Pp. 468.

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7. BROWNE, G. ST. J. ORDE. *Labour Conditions in the West Indies*. Report Presented to Parliament, London, H.M.S.O., 1939. Pp. 216.

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THE LABOUR GAZETTE

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Notes of Current Interest

Settlement of dispute over vacations with pay for railway employees

A threatened strike of employees of the major Canadian railways has been averted by the completion of an agreement with respect to paid vacations.

Involved in the dispute were the Canadian National Railways and Canadian Pacific Railway Company, their jointly and separately owned subsidiaries and ancillaries, and Pacific Great Eastern Railway; Algoma Central & Hudson Bay Railway; Toronto, Hamilton & Buffalo Railway; Ontario Northland Railway; Sydney & Louisburg Railway; and Essex Terminal Railway and their employees who are members of the Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen & Enginemen; Order of Railway Conductors; Brotherhood of Maintenance of Way Employees; Brotherhood of Railway Signalmen of America; Canadian Pacific Railway System Federation No. 125 (Shop Crafts); Canadian National Railway System Federation No. 11; Division No. 4, Railway Employees' Department (AFL); Canadian Brotherhood of Railway Employees & Other Transport Workers; Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees; Hotel & Restaurant Employees' International Alliance of Bartenders' International League of America; International Brotherhood of Firemen & Oilers, Steam Plant Employees, Roundhouse & Railway Shop Labourers; Brotherhood of Express Em-

ployees; International Brotherhood of Electrical Workers; and International Brotherhood of Blacksmiths, Drop Forgers & Helpers.

The unions had requested that all employees be granted fourteen days' vacation with pay each year, exclusive of legal holidays, effective during the year 1947. A Conciliation Board established by the Minister of Labour to deal with the question delivered a unanimous report (L.G., July, 1947, p. 961) recommending that employees with one year's service receive six days' vacation with pay, those with three years' service to receive nine days, and those with five years' service to receive twelve days. The recommendation of the Board was accepted by the employees but was rejected by the railways on the ground of financial inability. The employees' representatives thereupon reverted to their original request for fourteen days' paid vacation annually and proceeded to conduct a strike vote among the employees concerned.

On October 20 the employees' representatives notified the management of the railways that the employees had voted to go on strike in support of their request and November 3 was set as the date of commencement of the strike.

Representatives of the employers and employees were invited to confer jointly with the Minister of Labour in Ottawa on October 22, but the parties advised the Minister that they would enter into further direct negotiations before requesting the Minister's assistance.

As a result of the further negotiations, the parties arrived at a settlement of the dispute which was reduced to writing on October 25 in the following terms:—

The principle that employees with one year's service shall be entitled to six (6) days' vacation with pay, that those of three (3) years' service shall be entitled to nine (9) days and those of five (5) years to twelve (12) days is accepted as the basis for establishing vacation agreements.

Such principle shall be implemented by applying the conditions contained in the various vacation agreements in such manner as will be consistent with this basis. The necessary modifications of existing agreements or memoranda for this purpose shall be made by further negotiations between the various organizations and the Railways.

The principles so agreed to will be adapted so as to recognize regular seasonal employees.

Existing more favourable practices with respect to vacations with pay shall not be disturbed.

Commenting on the settlement, the Minister of Labour stated:—"I really never expected that there would be a strike in our railways. For years I have been intimately acquainted with leaders of the railway organizations and the officers of the companies, and I never lost hope that an amicable settlement of the differences would be reached. A national tie-up of our railway transportation systems would have been disastrous to this country, not only because of what it would mean to our domestic economy, but also because of the adverse effect it would have on shipments of vitally needed materials to Great Britain. I knew very well that in the minds of the leaders of both sides there was a clear understanding of this situation. I always have had a great deal of admiration for the common sense which has actuated both the leaders of the employees' organizations and the railway companies. Therefore, I am not surprised that a friendly settlement has been reached. This is what I regard as collective bargaining at its very best."

Arrival of domestic workers from displaced persons camps

During October, 416 domestic workers arrived in Canada from displaced persons camps in Europe, as part of the immigration movement under which the admission of 20,000 displaced persons, including 3,000 domestic workers, has been authorized by the Government (L.G., Oct. 1947, p. 1407).

On October 20, the Hon. Humphrey Mitchell, Minister of Labour, stated that reports on the suitability of these women as employees have been most favourable. The Minister said that those to whom these new Canadians have

been assigned speak highly of their willingness, adaptability and general attitude towards their new positions, although there have been some obstacles to overcome arising out of language difficulties and inexperience in certain aspects of their work.

Of the first 416 domestic workers who have arrived, 385 have been assigned to positions in institutions in urgent need of more help. Only 31 have been assigned to homes.

Distribution to institutions by provinces has been as follows: Manitoba, 190; Ontario, 108; Quebec, 65; Alberta, 10; New Brunswick, 7; and Prince Edward Island, 5.

The numbers of institutions which have been assisted by these new workers in each province are as follows: P.E.I., 1; New Brunswick, 3; Quebec, 6; Ontario, 17; Manitoba, 11; and Alberta, 1.

In working out placement details the Labour Department sought and obtained the assistance of the National Council of the Y.M.C.A. and the Catholic Women's League.

In each city to which girls are sent these women's organizations have undertaken to act on committees through which arrangements will be made to make available to the girls the local social and recreational facilities. Educational groups will be organized to give the girls assistance in learning English or French and facts about the country of their adoption.

In applying to come to Canada the girls agreed to remain in domestic work for at least one year and are to be paid the prevailing rate of wages depending upon knowledge and ability.

Employment and industrial statistics

The accompanying table contains the latest available statistics reflecting industrial conditions in Canada. Figures are shown for certain months in the current year as compared with the corresponding period in 1946.

Available indicators continued to reflect a high level of industrial activity. Employment and average weekly earnings were at the highest levels yet recorded. The dollar value of foreign trade for the first nine months of 1947 was at record levels. Railway traffic as indicated by car loadings was also heavy. Wholesale prices and the cost of living continued upward but were still somewhat below the record levels of 1920.

Foreign trade of Canada reached record proportions during the first nine months of this year, being valued at \$3,927,500,000 compared with \$3,043,900,000 in the same period of 1946, an increase of 29 per cent. The previous high for the nine-month period was registered in

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Many of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1947			1946		
	October	Sept.	August	October	Sept.	August
Employment—						
Index ¹		192.9	192.6	178.1	175.5	172.8
Labour force.....000		5,081			4,977	
No. employed.....000		5,008			4,860	
No. employed, paid workers.....000					3,229	
Unemployment—						
No. unemployed (labour force survey).....000		73			117	
Unplaced applicants.....No.		87,177	98,902	142,059	144,590	160,552
Unfilled vacancies.....No.		109,569	110,468	141,670	117,263	106,396
Unemployment insurance claims.....No.		36,666	37,350	57,682	61,822	68,535
Unemployment in trade unions.....%		0.7		1.0		
Earnings and Hours—						
Index aggregate weekly payrolls ²		179.9	178.6	149.8	145.6	143.1
Per capita weekly earnings.....\$		36.74	36.50	33.15	32.72	32.64
Average hourly earnings.....Cents		82.2	81.3	71.4	70.6	70.0
Average hours worked per week.....		42.3	42.4	42.9	42.7	43.0
Prices—						
Wholesale index ¹		133.8	130.8	111.0	109.2	109.3
Cost of living index ³	142.2	139.4	136.6	126.8	125.5	125.6
Industrial Production⁴		175.3	168.0	157.6	152.1	149.7
Mineral production ⁴		112.3	109.4	100.9	102.7	95.5
Manufacturing ⁴		186.9	177.7	167.8	160.5	157.8
Electric power ¹		170.6	174.0	155.3	155.2	164.3
Retail sales, unadjusted.....		241.6	223.9	227.1	207.7	215.0
Retail sales, adjusted ⁵		241.0	237.0	210.5	213.8	220.8
Wholesale sales, unadjusted.....		304.4	270.1	276.8	259.5	260.2
Production—						
Electric power.....000 k.w.h.		3,589,497	3,641,746	3,550,001	3,265,860	3,439,934
Construction contracts awarded.....\$000	75,036	76,164	70,380	77,308	44,816	50,414
Pig iron.....tons		169,630	166,878	74,958	45,078	46,494
Steel ingots and castings.....tons		234,188	233,754	123,841	76,564	88,729
Inspected slaughterings, cattle.....No.	91,710	69,930	118,371	208,625	154,233	166,550
Hogs.....No.	337,175	202,613	237,985	379,254	216,104	217,912
Flour production.....000 bbl.		2,481	2,412	2,433	2,228	2,159
Newsprint.....tons	396,251	366,092	377,941	376,436	330,063	370,676
Cement, producers' shipments.....000 bbl.		1,235	1,252	1,192	1,141	1,231
Automobiles and trucks.....No.		* 24,205	*15,659	14,951	11,543	12,293
Timber scaled in B.C.....000 F.B.M.				297,160	331,968	330,675
Gold.....oz.		247,681	260,891	240,828	229,904	231,200
Copper.....000 lb.		35,164	36,069	30,232	28,847	29,536
Lead.....000 lb.		26,523	27,224	29,745	29,042	29,801
Nickel.....000 lb.		15,154	19,836	17,219	15,961	15,637
Zinc.....000 lb.		35,824	33,418	36,831	38,564	38,848
Coal.....000 tons		1,537	1,211	1,625	1,427	1,393
Distribution						
Trade, external, excluding gold.....\$000		429,700	429,400	393,001	328,013	409,218
Imports, excluding gold.....\$000		208,100	204,600	186,393	156,096	163,224
Exports, excluding gold.....\$000		218,600	221,800	204,150	169,779	242,700
Railways—						
Operating revenues.....\$000			65,305	65,305	62,174	61,690
Operating expenses.....\$000			58,009	54,201	58,379	55,002
Revenue freight.....ton miles 000			4,563,213	5,466,555	5,142,261	4,406,259
Employees.....number			177,279	170,927	169,463	171,066
Car loadings, revenue freight ⁵.....Cars	345,125	323,735	304,550	331,347	310,752	289,950
Banking and Finance—						
Common stocks, index ³	105.5	104.1	105.5	101.8	104.4	116.9
Preferred stocks, index ³		153.6	153.5	153.6	151.4	157.9
Bond yields, Dominion, index ³	84.2	84.0	83.9	85.0	84.9	85.0
Cheques cashed, individual accounts.....\$000	7,208,959	5,934,375	5,236,326	6,312,554	5,891,000	4,866,540
Bank loans, current, public.....\$000		1,788,902	1,749,626	1,301,651	1,235,806	1,209,705
Money Supply.....\$000		7,468,727	7,476,749	7,415,800	7,232,000	7,120,600
Circulating media in hands of public.....\$000		1,085,625	1,098,893	1,093,000	1,079,500	1,079,800
Deposits, notice.....\$000		3,805,872	3,774,019	3,476,700	3,524,100	3,465,700
Deposits, demand.....\$000		2,163,315	2,058,155	2,315,700	2,265,300	2,148,200
Other.....\$000		403,915	545,585	530,300	363,100	426,900

¹ Base 1926=100. ² Base, June, 1941=100. ³ Base, 1935-1939=100. ⁴ Revised for the years 1935 to present and available in the *Monthly Review of Business Statistics* for May, 1947. ⁵ Figures are for four-week periods.

* Factory shipments.

1944 at \$3,907,000,000. Domestic exports in the first nine months of this year as compared with the corresponding period in 1946 increased 20.5 per cent while the value of imports rose 39 per cent. In the nine months, the balance of merchandise trade with all countries was favourable to Canada to the extent of \$135,000,000 compared with \$322,300,000 in the same period of 1946, and the pre-war five-year average of \$132,200,000.

Employment and Earnings—The index of industrial employment, based on the 1926 average as 100, was 192.9 at September 1.

Employment as indicated by this index during the last two months was at the highest level in the record, exceeding the previous maximum of 190.5 at December 1, 1943.

Within the manufacturing division the general changes as compared with the previous month were rather slight although activity in manufacturing generally was greater than at September 1 in either 1946 or 1945. Declines in the industries engaged mainly in war work produced a falling-off in the group as a whole as compared with the later war years but other branches of manufacturing reported a higher level of employment at the date under review, than at the beginning of any preceding September. Upward movements also occurred in construction and maintenance and trade while declines were indicated in logging, mining, communications, transportation and laundries and dry-cleaning establishments.

Payrolls distributed at September 1 by reporting firms increased 7 per cent while the increase in employment was 2 per cent. The weekly aggregate of salaries and wages was \$73,084,471 as compared with \$72,552,687 at the first of August. The weekly average per employee at September 1 was \$36.74 as compared with \$36.53 at the beginning of August, and \$32.72 at September 1, 1946. The latest per capita figure is the highest in the record of more than 6 years. As compared with September 1, 1946, there was an increase of 9.9 per cent in the general index of employment in eight leading industries, of 23.6 per cent in the index of aggregate payrolls, and of 12.3 per cent in per capita weekly earnings.

Prices—The general index of wholesale prices, based on the 1926 average as 100, rose three points from 130.8 in August to 133.8 in September. All the eight component sub-groups showed increases. The largest occurred in vegetable products, the index of which rose 7.1 points, from 115.0 to 122.1, reflecting increased prices for rye, flour, mill feeds, linseed oil, and corn syrup. Wholesale price decreases of potatoes, onions, and automobile tires were

insufficient to balance the increases. An increase of 4.3 points was indicated in the index of animal products which rose from 131.6 in August to 135.9 in September. Higher wholesale prices for bacon, ham, butter, and leather slightly offset by a decrease in the price of eggs were reflected in this change. Other wholesale price increases ranged from 0.1 for textile products to 2.2 for chemical products. The index of producers' goods rose from 131.4 in August to 135.0 in September, while the index of consumers' goods advanced from 118.9 to 121.6. The index of Canadian farm products rose from 120.0 to 120.4.

The cost-of-living index, based on average prices for the years 1935 to 1939 as 100, rose a further 2.8 points to 142.2 between September 2 and October 1, 1947. The increase continued to reflect price advances associated with the removal of subsidy payments and price control. The rise in the index since October last year was 15.4 points and since April this year, 11.6 points. The advance in the general index since August, 1939, was 41.1 per cent.

The food group rose 6.0 points and accounted for two-thirds of the over-all change. Principal increases were registered for bread, flour, butter, bacon, and fresh pork. Meats were twice their prewar prices.

Homefurnishings and services rose 2.5 points, reflecting higher laundry rates coupled with further increases in the prices of furniture, floor coverings, sheets and towels. An advance of 2.2 points to 154.2 in the clothing index was due to increases throughout the entire list of items. The rental index moved up 2.1 to 119.9. Higher prices for coal and coke, concentrated mainly in the Maritimes and Ontario, moved the fuel and light index up 0.8 points to 121.9, while the miscellaneous items index advanced 0.1 to 117.6.

Geographical distribution of professional openings in Canada

In connection with its survey of professional openings in Canada (L.G. Oct., 1947, p. 1419), the Bureau of Technical Personnel recently reported on the geographical factors affecting

the question.

It was found in the survey that cumulative supply of professional workers was likely to lag behind cumulative demand until at least 1949 in practically all types of activity. "This situation," according to the Bureau's latest report, "has led many employers to institute definite plans of undergraduate employment so that their problem of selecting and securing graduating students will, to some extent, be solved in advance . . .

"On several occasions, however, those conducting the field operations of the survey have noted suggestions that certain needs of a regional, provincial, or local nature are expected to be met from some predetermined source of supply. This natural attitude on the part of some employers stems sometimes from sentiment, sometimes from a natural feeling of responsibility towards certain groups of students and sometimes from a lack of realization that useful candidates for positions may often be found by looking farther afield. Whatever may be the motive underlying any localized point of view, there are certain important considerations which make it necessary, in such a survey as the present one, to deal with the whole problem on national lines . . ."

Quoting from a Bureau of Statistics survey of education in Canada, the report noted that of 40,200 students in Canadian universities in 1944, 3,900 were attending universities and colleges in provinces other than those in which they were ordinarily resident. Students from Prince Edward Island were in attendance as far west as Manitoba and students from British Columbia were attending universities as far east as Nova Scotia. Conversely, universities and colleges in Nova Scotia had enrolled students from all nine provinces and those in British Columbia had students in attendance from as far east as Quebec.

"Some of this movement of students across interprovincial boundaries is no doubt made necessary by the fact that certain professional schools exist in only one or two places," the report comments. "A case in point is the Ontario Veterinary College, which is the only English-speaking school for training in Veterinary Science and which normally numbers among its student body from 30 to 40 per cent of students from outside of Ontario . . ."

"Certain types of university training are available in all nine provinces, but in the matter of professional schools, the majority of the provinces are lacking in one or more types of training . . ."

"This situation is quite understandable if it be remembered that the tendency among universities is to temper any desire for self-sufficiency in respect to variety of courses, with an earnest desire to have only the strongest possible faculties and schools rather than a multiplicity of weaker ones. Then again, in some cases, courses have been introduced with the definite purpose of meeting some known need as it then existed. But the number of students now in attendance bears no relation whatever to local demands for graduates with the particular type of training in question . . ."

"In actual practice, students have been quite free to elect their own course in accordance with their inclinations and aptitudes and usually without the benefit of much authentic information as to prospective supply and demand, either local or national. It is therefore a tribute rather to the soundness of their training than to the wisdom of their choice of course and an evidence rather of wealth of opportunity than of vocational planning that we have, to a large extent, avoided any really serious consequences of over or under supply. From all this it is obvious that an employer, whether a government or corporation desiring to take a graduate on payroll, or a community requiring a private practitioner must, of necessity, often look far afield.

"In a study of this whole problem there can be no attempt to minimize the importance, from the national point of view, of the training which thousands of students are now receiving. Nor can the interest of employers in the availability of this substantial and useful reinforcement for their staffs be overlooked. A primary objective of the survey, however, has been to assess employment possibilities from the point of view of the young graduate seeking opportunity and experience in his chosen field.

"To do this he must necessarily go wherever the work is. For example, if his interest lies in the development and manufacture of electrical apparatus (this phase of production absorbs over one-quarter of all electrical engineering graduates in Canada) he will enter an industry that is almost entirely confined to the provinces of Ontario and Quebec. These same provinces, however, would be of little interest to him if he should be planning a career in coal mining. For those wishing to participate in the scientific exploitation of forest resources, British Columbia would appear to offer a broader field of opportunity than Saskatchewan, whereas in agriculture, the position of these two provinces is largely reversed.

"When considering employment the prospective graduate will often hear of opportunities from employers who do their recruiting on a more or less nation-wide basis. The Federal Government, which is the country's largest employer, will be one of these. It is perhaps not realized how many employers outside of government do their recruiting without geographical limitations. In the case of technical personnel (engineers and scientists) 8 of the 10 largest employers habitually engage graduates from all universities and the other 2 do not confine themselves to any one province.

These 10 employers account for slightly over one-tenth of all the employment available in engineering and scientific fields."

Summing up, the report emphasizes that "there is ample justification for considering the employment of prospective graduates on a national, as well as on a local basis. Only by looking at Canada as a whole can a full picture be obtained of the diversity of opportunity that awaits those who may, in future, complete their studies at universities."

Labour Department Officers of U.S. and Canada meet in annual conference

Problems of labour law administration and of Federal-State relations were discussed at the Thirtieth Convention of the International Association of Governmental Labour Officials of the United States and

Canada. Commissioners of Labour from a substantial number of States and officials of the United States Department of Labour were present at the conference which took place on September 23, 24 and 25 at Asheville, North Carolina. Canadians in attendance were the Honourable S. E. Mooers, Minister of Labour of New Brunswick, Mr. Elliott Wilson, Deputy Minister of Labour for Manitoba, Mr. E. H. Gilbert, Chief Factory Inspector of Ontario, and Mr. A. A. Porter of the Federal Department of Labour.

The IAGLO, which began in 1883, adopted its present name in 1928. Until 1913, there were two organizations, one an association of officials of federal and state Bureaus of Labour, the other an association of American and Canadian factory inspectors. The State and Provincial Departments which are members of the Association pay an annual fee of \$25 and the U.S. Department of Labour bears the cost of printing the proceedings.

Plenary sessions discussed labour inspection and what a Labour Department should be; group sessions were devoted to child labour, wages, hours and industrial home-work; labour statistics, and machine-guarding; and reports were presented on Federal-State co-operation in apprentice training, labour statistics, and enforcement of legal wages and hours.

The nature and functions of a labour department were viewed from different aspects. One speaker stressed the need for co-operation among employers, workers and government, with the latter, as one of its tasks, providing adequate information for those requiring it. Another speaker reminded the meeting of the impetus given by organized labour to the inception of labour departments. It was also pointed out that as the custodian of the public interest, the govern-

ment must encourage production, having regard to the general welfare.

Child labour, wages, hours and home-work are all matters regulated by the federal Fair Labour Standards Act. The discussion revealed the difficulty of enforcing the national minimum of forty cents an hour, which applies to interstate commerce and establishments producing goods for interstate shipment, in States which have lower minimum rates applying to other industries.

The President, Mr. Forrest H. Shuford, Labour Commissioner of North Carolina, declined renomination, and Mr. R. L. Gamble, Labour Commissioner of South Carolina, was elected to this office. Mrs. Clara M. Beyer, Associate Director of the Division of Labour Standards, was re-elected Secretary-Treasurer, Canada is represented on the Executive Committee by the Honourable L. D. Currie, Minister of Mines and Labour of Nova Scotia.

Annual report on Canadian Vocational Training

The Annual Report of the Canadian Vocational Training Branch of the Dominion Department of Labour, for the fiscal year 1946-47, was issued in October.

It states that the year covered heavier responsibilities and a larger volume of work than any other year since the vocational training plan was inaugurated. This was especially true in connection with the training of discharged members of the armed forces, enrolment for which reached its peak early in 1946. The gross enrolment for the fiscal year was 136,704, classified as follows: discharged members of the armed forces, 97,643; supervisors, 27,195; youth, 5,887; apprentices, 3,441; student aid, 2,473; civilians, 65.

An expansion of training facilities was necessary early in the fiscal year. However, as the year advanced and enrolments began to fall off, a number of trade classes in certain occupations were consolidated and a few training centres were closed.

During the year, 76 special CVT centres were operated. In addition, 46 provincial or municipal vocational schools and several hundred private trade schools and business colleges throughout the country were used.

The appropriations administered by the Training Branch for the fiscal year were as follows:

Youth training \$600,000; apprentice training, \$400,000; vocational schools, assistance, \$2,500,000; vocational schools, capital expenditure, \$3,000,000; replacement of depreciated equipment, \$1,250,000; training of civilian workers, \$1,500,000; training of discharged members of the armed forces, \$13,050,000;

administration, \$102,757; advisory council \$5,000; supervisory training \$50,000; war emergency training (carry over only) \$50,000; assistance to universities (carry over only) \$5,000.

The report includes brief accounts of the work carried on under the several categories together with a series of statistical tables.

**Aids for
labour-
management
production
committees.**

With a view to promoting the work of Labour-Management Production Committees, the Industrial Relations Branch of the Dominion Department of

Labour has set up a poster and pay-envelope stuffer service available to those plants having production committees listed with the Labour-Management Co-operation Section.

The basic theme of the series is expressed in the first pay-envelope stuffer: "Production is the basis of prosperity. Co-operation of workers and management is the key to high production. Labour and management working together to achieve full production and employment will set us on the highway to continuing prosperity."

The posters, which are issued monthly, are printed in two colours and display in attractive form various aspects of plant efficiency, such as good housekeeping, morale and safety.

**Scheme for
training juveniles
in skilled trades
in Great Britain**

Grants are to be provided to enable boys and girls who show special aptitude for skilled jobs and for whom no suitable facilities are available in their home district to be trained by employers away from home. A "special interim scheme" of this sort was recently announced by the British Ministry of Labour.

The scheme was recommended by the Committee on the Juvenile Employment Service (L.G. 1946, p. 13) and by the Joint Consultative Committee representing the British Employers' Confederation and the Trades Union Congress, and was adopted after consultation with the National Juvenile Employment Council representing local education authorities, teachers, employers and workpeople.

Designed to give the same chance to young persons to learn skilled trades as is given through scholarships for higher education leading to the professions, the plan is to apply to those who have not yet started work, who are unemployed or are in "dead-end" jobs. Local juvenile employment offices will look out for likely candidates and teachers will bring suitable pupils to their notice. The scheme is to cover only trades for which a recognized period and degree of training are required and in which there are good prospects but it is not to apply to employment for which an apprenticeship premium is required.

Travelling expenses and settling-in grants are to be paid, and a weekly allowance for board and lodging, midday meals, laundry and fares between lodgings and workplace. Employers will be asked to contribute towards the weekly allowances, and parents or guardians may be required to pay, depending on their means. Boys and girls are to be given pocket-money at the rate of 9s. at age 15, 12s. at 16, and 16s. at 17, and, where the return fare is over 7s. 6d., they are to be allowed two railway warrants a year for holiday visits home.

**Union interest
in co-operative
movement in
United States**

A recent article in *Business Week* states that many trade unions in the United States, in an effort to ease the problem of the rising cost of living, have become active in the co-operative movement, particularly in the buying and selling of food.

Many of the new co-operatives have been set up merely as "emergency stores," with a view to bolstering union members' buying power temporarily. Some of these have gone contrary to co-operative principles by such practices as selling at cost and using voluntary labour. Others, however, are working in harmony with established co-operative groups, and are expected to continue on a permanent basis.

Labour co-operatives have recently been established in Detroit, Los Angeles, Chicago, St. Louis, and a number of Atlantic Coast cities, according to the article, with the United Automobile Workers, the Retail, Wholesale and Department Store Employees, and various CIO city councils among the more active sponsors.

Conventions of Labour Organizations

CANADA'S major labour organizations recently held their annual conventions, the Trades and Labour Congress of Canada meeting at Hamilton between September 24 and October 3, the Canadian Congress of Labour at Toronto from October 6 to 10, and the Canadian and Catholic Confederation of

Labour at Saint Hyacinthe from September 14 to 18.

Summaries of the proceedings of these meetings appear below. Also appended is an account of the seventy-ninth annual Trades Union Congress, held at Southport, England, September 1 to 5.

Trades and Labour Congress of Canada

Presidential Address

THE Trades and Labour Congress of Canada held its sixty-second annual convention in the Royal Connaught Hotel, Hamilton, Ontario, commencing Wednesday, September 24, and concluding on October 3, 1947. There were 627 accredited delegates in attendance, representing over 360,000 members organized in 2,637 units. The Chairman of the Credentials Committee reported that 57 international and national unions; 51 federations, provincial organizations and trades and labour councils and 503 local bodies were represented. Four fraternal delegates were present, namely, Lord Dukeston of Warrington, O.B.E., better known as Charles Dukes, a former President of the British Trades Union Congress; Leo George of the American Federation of Labour; R. J. Fahey, President of the Newfoundland Federation of Labour and A. D. Staal, veteran staff member of the International Labour Organization.

The proceedings of the convention were opened by Bruce Docherty, President of the Hamilton and District Trades and Labour Council. Right Reverend L. W. B. Broughall, Anglican Bishop of Niagara and Rev. Father Bernard Harrigan, representing Most Rev. J. F. Ryan, Bishop of the Roman Catholic Diocese of Hamilton, led in brief invocations.

His Worship, Mayor Samuel Lawrence, a trade unionist of long standing, welcomed the delegates on behalf of the city of Hamilton. He drew attention to the fact that some 62,000 citizens of the community—almost one-third of the population—were employed in its more than 500 diversified industries. He referred to the scenic beauties of the Hamilton area and expressed the hope that the combination of beauty and industry would make the sojourn of the delegates one that they would always remember with pleasure.

After expressing appreciation for the welcome given by the City and by the district Trades and Labour Council, Mr. Percy Bengough, in his presidential address, drew attention to the growth of the TLC during the fifteen years since it had held its Annual Convention in Hamilton. He stated that the Trades and Labour Congress "has in affiliation 68 international unions with 1,970 locals, ten national unions with 271 locals, 13 provincial organizations with 140 locals and 201 federal unions." In addition there were "53 trades and labour councils established in the major cities throughout the country."

Mr. Bengough referred to "a few questions that call for some priority of consideration." One of these was "the almost complete elimination of price controls and the resultant continuous increase in commodity costs." He stated that "something must be done now to protect the purchasing power of the Canadian dollar, not only for the organized workers—but also the many thousands of our unorganized citizens not in a position to help themselves, who look to this Congress for some relief from this injustice."

He declared that during the period of rising prices more provincial laws had been enacted with a view to extending the process of negotiation, arbitration and settlement of wage disputes. "In effect," he said, "Labour is required to justify its requests for an increase in the price of its services." He asserted that "we have labour codes but no business codes. We certainly need laws now that will compel business to justify the need of an increase in prices." He urged that the Congress "must press for the establishment of a business code whereby Government Boards will be established for industry and business to appear before and show that in order to get a fair

return on the real money invested—certainly not on the watered stock—that a price increase is justified . . . We must insist upon the Government enacting the necessary laws now," he said.

Telegram from Prime Minister

At the conclusion of his address, Mr. Ben-gough read a telegram from Prime Minister Mackenzie King, who expressed regret that the pressure of urgent public business prevented him attending the convention. He extended the best of wishes for the success of the meeting and expressed the appreciation of his colleagues and himself for the contribution of the TLC to the national welfare.

Address by Minister of Labour

Honourable Humphrey Mitchell, Dominion Minister of Labour, in an address at the opening session of the convention drew attention to the rapid growth of the trade union movement in recent years and pointed out that "in this convention you speak for a large and influential section of our population." "I want to say to you all," he continued, "that your views always will receive the most serious attention of my colleagues of the Government at Ottawa." The Minister referred appreciatively to "the fine collective job" that had been done by labour during the war. Turning to the part to be played by labour in peace time, he said: "Organized labour has become so large numerically that the decisions, actions, and influence of local unions, district councils, provincial federations and national bodies have a great effect on the lives of cities and towns, provinces and the country as a whole." However, "the answer to our problems does not involve the labour unions of Canada alone. It involves management to the same degree." Industrial peace is essential to maximum production and the full development of the country's resources. While admitting that "progress has been made in the building up of confidence through Boards established under Government auspices," he contended that legislation is not a substitute for "collective negotiation in good faith between employees and employer organizations, based on the economics of the industry and willingness to see each other's point of view."

Referring to the matter of wages, the Minister said that "it is important that the highest level of wages be paid, not only because this means a fair return to the workers, but because it also means the maintenance of high purchasing power through which the greater production of goods will be absorbed." "It is a simple fact," he continued, "that no wage scale can

be too high, if it is matched by production. Shorter hours, holidays with pay and other concessions are of little avail in raising the real standard of living unless the volume of goods and services remain constant, or increase, under the new conditions."

Mr. Mitchell, presented an analysis of current statistics covering employment and wages in Canada, comparing them with the figures for 1939 and showing that the net national income in the latter year was "less than half the total for 1946." Similarly, the amount represented in wages, salaries and supplementary labour income (in 1939) was . . . less than half of the corresponding amount for 1946." He forecast an extension of coverage under the Unemployment Insurance Act with a view to "taking care of the lumbering industry in which there is so much seasonal employment" and to bring "stevedoring under the Act."

The Minister outlined the purposes of proposed legislation on labour relations, pointing out that "the main idea is to have an Act through which we will have greater industrial harmony, satisfactory collective bargaining, improved understanding of the problems of labour and the problems of management and, above all, one that will contribute to our national progress." He discussed at some length the problems to be encountered in developing an immigration policy for Canada, commending the attitude of the TLC as being "equally alive to this situation as is the Government." "In my opinion," he said, "we must be prepared as a nation to accept our fair share of immigration in our own self interest." At the same time "it is not, and never has been, the intention of the Government to use immigration to undermine the Fair Wages Statutes of the various provinces, or conditions of employment built up during the years through trade union organizations."

Address by Right Hon. C. D. Howe

Mr. Howe expressed his appreciation for the assistance rendered him by the Executive officers of the TLC during the war years when he was Minister of Munitions and Supply and as Minister of Reconstruction, solicited a similar co-operation in the post-war period. He reported that some progress had been made in solving the housing problem, although the results to date were disappointing. He asserted, however, that Canada had built some 70,000 houses since the end of the war—more per capita than any other country. He stated that Dominion, provincial and municipal authorities must co-operate in order to achieve the solutions that all Canadians desired.

Discussing immigration, he said that the authorities were at the present time, bringing in all that the limited available transportation facilities could handle. He felt that as many immigrants as could be absorbed properly should be admitted to Canada. In conclusion he said that the world is confronted with critical conditions. "We are still in a sellers' market and may soon be in a buyers' market, and the same steadiness shown by the TLC during the war was still needed."

Address by Mr. R. J. Tallon

Mr. R. J. Tallon, Labour's Representative on the Unemployment Insurance Commission addressed the convention briefly on the activities of the Commission. He urged members of the Trades and Labour Congress, especially those representing labour on unemployment insurance Advisory Committees and on Courts of Referees, to take an active interest in the administration of the Act. He contended that every delegate should make a careful study of the Act and its amendments, so that informed guidance could be given to fellow trade unionists and others who might be in ignorance or doubt as to their rights under the law and the procedure to be followed in obtaining them.

Address by Lord Dukeston

The fraternal delegate from the British Trades Union Congress, was Lord Dukeston, a member of the B.T.U.C. for almost 50 years.

After extending fraternal greetings from "the seven million organized workers in the British Isles," Lord Dukeston discussed in passing the relationship that exists between the British Trade Union movement and the present Labour Government of Britain. Although the Labour party in Great Britain had grown out of the trade union movement the latter had remained "independent of and in no sense under an obligation to any government," he said. "I am convinced," he continued, that, "if ever the trade union movement in any country sacrifices its independence, the law of association, the right of combination, the right of workers to organize to win their economic freedom, becomes a scrap of paper."

Prefacing a discussion of the present economic, social and political problems in Britain, Lord Dukeston outlined at some length the expedients tried by the British Trade Union movement between the two world wars to avert threatened "economic privation." Most of these expedients failed, but "we went on rebuilding our unions." With the rise of Hitler and the threat of a second world war,

"we did our best to strengthen the internationalists of the trade unions throughout the world." This too, proved to be "a losing battle." The continental trade unions, notably those of Germany, became instruments of the state.

Referring to the financial sacrifices of war, Lord Dukeston said, "We in Great Britain entered the second conflict with a debt from the first world war of eight thousand million sterling . . . We emerged with a debt of twenty-six thousand million sterling," not to mention bombed houses, factories and workshops. "I need hardly tell you," he said, "the British Trade Union movement has been the spearhead in winning the battle in the field and we are still a spearhead in winning the battle of production that will at least bring some semblance of a civilized standard of life into the homes of our people."

Address by Mr. Leo George

Mr. Leo George, fraternal delegate from the American Federation of Labour said that he deemed it "a signal honour to be received among you so graciously and to convey the sincere, friendly greetings and good wishes of President Green, Secretary Meany and the members of the Executive Council" of the American Federation of Labour.

He asserted that most men wanted peace and security—"security from want, from hunger and from aggression." "We have organized to attain for ourselves collectively the security that is so essential to happiness" . . . The leaders of the nations are at the present time striving to provide security from the ravages and disasters of war, and some are fearful that the obstacles are too great to be overcome; "that the problem cannot be solved without the sacrifice of many of the rights and privileges that have been so dearly won." However, the experience of the United States and Canada has demonstrated that the problem is capable of solution, and he declared that, "the Canadian Trades and Labour Congress and the American Federation of Labour, have gone hand in hand playing an important part in co-operative efforts to solve common problems and achieve common ends."

Mr. George discounted the assertion that increases in wages in the United States were responsible for the abnormal rise in commodity prices during the past two years. He presented comparative analyses of wages and of "corporate profits", to prove his thesis that the latter greatly exceeded the wage and salary increases paid to workers.

After presenting a lengthy analysis of the latest labour legislation passed by the United

States Government (Taft-Hartley Act) which he described as "this nefarious law," Mr. George declared that the American Federation of Labour would make every effort to defeat the Senatorial and Congressional supporters of the legislation at the next election. "We are determined that the law shall be repealed", he declared. In conclusion, he said, "the democratic trade unions must practice democratic procedures, the first of which is to create an informed membership and an informed public.

Address by Mr. R. J. Fahey

The fraternal delegate from the Newfoundland Federation of Labour was Mr. R. J. Fahey, a member of the International Association of Machinists.

After he had conveyed the greetings of the Newfoundland Federation, Mr. Fahey sketched briefly the development of labour unionism in the Island colony. Thirty years ago the ranks of labour had been split because of differences of political opinions, he said. The present federation was fifty years younger than the TLC and had benefited greatly by the advice and assistance that had been given by TLC officials. "There are today", he continued, "58 unions in Newfoundland. Of these, 51 are in the Federation and seven outside. All are working for better conditions." Mr. Fahey referred to the possibility of Newfoundland becoming the tenth Canadian province. He said "that in such a circumstance, Newfoundland would obtain at once such social security benefits as unemployment insurance and mothers' allowances, but he feared that there might be serious unemployment if Canadian manufacturers were permitted to flood the Newfoundland market."

Address by Mr. A. D. Staal

Mr. A. D. Staal, recently retired, but for more than twenty years a member of the staff of the International Labour Organization, and prior to that a staff member of the International Federation of Trade Unions, described the functions and the achievements of the ILO during its history of 25 years.

He referred to the fact that the ILO was the sole surviving body of the League of Nations and that it was now incorporated in the United Nations Organization. "All Trade Unions are members of the ILO, which is financed by the governments of many nations." These governments, together with associations of employers and labour organizations throughout the world send representatives to ILO assemblies, agenda for which are prepared and circulated well in advance. The functions of

the ILO are advisory, rather than legislative, but the member governments recognize a moral obligation to give effect to its decisions, or "conventions." Mr. Staal said that many of the conventions relating, for example, to hours of work, protection of women and children, improved working conditions for seamen, etc. had been adopted in most countries. Particularly in the countries of South America, marked progress had been made, he said. He referred to the difficulties of having ILO conventions adopted in Canada because of the nature of the Canadian constitution which divided power, in many labour and social security matters between the Dominion and the several provinces. This situation may be relieved somewhat, he said, as the Dominion has agreed to submit the conventions to the provinces. It was hoped that in this way both the Dominion and the provinces would implement many of the conventions in so far as their respective jurisdictions were concerned.

Report of Executive Committee

The report of the Executive Committee covered a wide field of activity. During the past year the Executive had been called upon to decide several questions of policy. In some instances, the report stated, decisions were reached "which may quite possibly appear at variance with local union views formulated and arrived at as a result of local conditions." The criterion followed by the Executive, however, had been to consider such problems "in the light of how it favourably or adversely affects, as the case may be, the Trades and Labour Congress of Canada and the majority of its affiliated unions."

The legislative policies had been set up following discussions between the Executive and representatives of International and National unions affiliated to Congress. As a result of these conferences the annual legislative memorandum was drawn up and presented to the Dominion cabinet on March 28, 1947 (L.G. April 1947, p. 494). It covered such points as (a) a national labour code; (b) price control; (c) unemployment insurance; (d) national health insurance; pensions to aged citizens; (e) income tax; (f) housing; (g) cost of living index; (h) selected immigration; (i) forty-hour week and holidays with pay; (j) injunctions in labour disputes; (k) the setting up of a National Maritime Commission and Harbours Board; the appointment of a Royal Commission to investigate industrial conditions in the Maritime provinces and several other requests concerning specific labour classifications.

The report covered a review of the 1947 session of Parliament. Bill 338 to provide for a National Labour Code was reported upon in detail.

While recognizing that the Bill was of a contentious nature, the executive was prepared to accept the provisions of the Bill "as it now stands." The hope was expressed that the Bill would become law during the 1948 session of Parliament. "Undoubtedly weaknesses will be discovered and the Trades and Labour Congress of Canada will not hesitate to seek the necessary amendments," the report stated.

On the problem of immigration the position taken by the Executive was embodied in a brief which was placed before the Senate Committee on Immigration and Labour on May 16, 1947 (L.G., June, 1947, p. 781). The brief recognized the need of "a sound immigration policy that will, at all times adhere to the need of selection and the exclusion of all races that cannot be assimilated properly into the National life of Canada." In conclusion, the brief stated that "public opinion approves a carefully selective immigration in numbers not exceeding from time to time the absorptive capacity of our country, when industrial and economic conditions are favourable. The Government should, in consequence, find some way to provide necessary ocean transportation, the failure of which is the only physical bar now to a successful immigration movement."

Other phases of the Executive report that aroused considerable discussion by the delegates were national health insurance, old age pensions, control of commodity prices, the forty-hour week and unemployment insurance. The report as a whole was approved by the convention and the Executive officers were commended for the able performance of their administrative duties.

Provincial Legislative Reports

Legislative reports were received from the provincial executives of every province except Prince Edward Island. These presented abstracts of the proceedings of the provincial federations and the provincial executives during the year, together with the legislative proposals made to provincial Departments of Labour. They were studied in detail by a committee of Congress, which brought in a report commending the work of the provincial organizations. This was given the unanimous endorsement of the convention.

Financial Report

The report of the Secretary-Treasurer, Mr. J. W. Buckley for the eleven months ended

June 30, 1947, showed total receipts of \$140,575.11 and expenditure of \$122,443.51; leaving a credit balance of \$18,131.60.

In addition, receipts from a special assessment for organization purposes recommended at the 1946 convention, amounted to \$18,306.23.

It was announced that the Congress has eight full-time organizers. In addition, a number of part-time organizers are employed and the policy of assisting voluntary organizers is being followed. The membership at June 30, 1947, was 360,000, an increase of approximately 30,000 during the preceding eleven months.

Racial Discrimination

The report of the Committee to combat racial discrimination appointed at the 1946 convention, was presented by the Committee's Chairman, Mr. Claude Jodoin, of Montreal.

Mr. Jodoin reported that the Committee had met in Montreal last December and had decided upon a plan of campaign that involved setting up local committees in a number of centres across Canada. Several of these had been organized in some of the larger centres and more were planned. A campaign of education was undertaken using motion pictures, the press and personal contacts. Mr. Jodoin stated that many racial and religious groups were collaborating in the work.

The convention unanimously endorsed the activities of Mr. Jodoin and his committee and they were requested to continue their work. Following the adoption of the committee's report the following resolution was presented from the floor of the Convention and approved.

Resolved that this convention condemn the attitude of certain Canadian hospitals in refusing to train Canadian girls in the nursing profession because of their colour, national origin, or religion, and in particular goes on record as vigorously deploring the closed door policy in regard to negro girls.

Address by Mr. Herbert A. Spence

The functions and progress of Labour-Management Production Committees were described in an address by Mr. Herbert A. Spence, of the London, Ontario, office of the Industrial Relations Branch, Department of Labour.

Mr. Spence explained that "the core of a production committee is the joint consultation of management and labour on all matters related to the achievement of efficient low cost production. There must be mutual realization that both have a common interest in the successful operation of the business. . . .

This, of course, does not rule out the possibility of day-to-day differences over such matters as the division of earnings. What it does do is provide a reason for co-operation despite such differences. . . . Its functions are entirely advisory and not executive." He pointed out that long before the need for increased war production led to the trade union movement as a whole endorsing Labour-Management Production Committees, a number of individual unions had effected union management co-operation and had adopted joint committees as a part of their program. He referred specifically to the co-operative movement on the Canadian National Railways and the Mutual Interest Boards in the paper mills as examples of this pre-war development. The success met with in these instances encouraged the Government to promote the forming of such committees in industry during and after the second World War.

Mr. Spence was careful to indicate that "everything about LMPC's is completely voluntary. They are set up by agreement, function by agreement, and may be abandoned when either one of the parties so desires." Then too, "there is one field that a properly functioning LMPC does not encroach upon and that is the one covered by the collective agreement or customarily handled through the established grievance procedure. Because grievances can kill an LMPC more quickly than anything else, our Department does not encourage the formation of LMPC's in unorganized plants," he said. He expressed appreciation that the Trades and Labour Congress of Canada had given active support to the formation of LMP Committees. Of the 530 committees recorded in Canada, 219 are in plants in which affiliates of TLC are the bargaining agents.

Mr. Spence stated that the Industrial Relations Branch of the Department of Labour maintained offices and field staffs in the main Canadian industrial centres to promote the organization and the maintenance of Labour Management Production Committees.

Price Control

From the opening of the convention, the demand for the control of commodity prices to combat the rising cost of living was a live issue. The President in his opening address emphasized its importance and frequent references were made to it from the floor. In all, 17 resolutions on the subject were submitted by subordinate bodies of the Congress. These were reviewed by the Committee on Resolu-

tions. The following substitute resolution was given unanimous endorsement:

Resolved that, this 62nd Convention of The Trades and Labour Congress of Canada declares to the nation that the cause of the present alarming spiralling of prices is due to the selfish profiteering of big business which must be curbed, checked and brought under strict control, and the workers and farmers of Canada are working hard and producing more as a whole, and individually than at any time in our country's history, and are getting less for their labour in real purchasing power and wages than for years past, these truths are self-evident;

And be it further resolved,—That this 62nd Convention of The Trades and Labour Congress of Canada demand that no further price increases on necessities of life be allowed, and that the Federal Government immediately establish a price control board to which all applications for price increases be made and which should also review and examine all 1947 price increases;

And be it further resolved,—That the 62nd Convention of The Trades and Labour Congress of Canada demand that the Federal Government call a *Special Session* of the Dominion Parliament for the direct purpose of taking action to protect the Canadian standard of living by rolling back prices on all essential goods and services to the 1946 levels, by instituting a 100 per cent tax on excess profits, and by specific measures to investigate, and to prosecute all cartels, monopolies and speculators guilty of profiteering;

And be it further resolved,—That this 62nd Convention of The Trades and Labour Congress of Canada declare that it has become urgently necessary, in the face of the price crisis now at hand, to advance and to secure, through the power of our organized strength, substantial wage increases this year in all industries and trades.

Social Security

Implementation of a nation-wide social security plan on a contributory basis for all Canadians came in for considerable discussion. Eleven resolutions on the subject were considered by the Resolutions committee. In the end the Committee presented the following substitute which was given unanimous approval.

Resolved,—That this 62nd Convention of The Trades and Labour Congress of Canada, assembled in Hamilton, Ontario, endorse and request throughout all its branches and affiliates the immediate implementation of a Dominion-wide social security plan on a contributory basis for all citizens of Canada, regardless of income, and that this plan shall include health, accident, and hospitalization benefits, old age pensions, mothers' allowances, widows' allowances, etc., and such other social measures which are necessary.

And be it further resolved,—That the incoming Executive of The Trades and Labour Congress study the various governmental social security measures now in force in other countries, compile definite proposals which shall then become the social security policy of this

Congress and every effort will be made by all concerned to bring these measures into effect as quickly as possible on a national basis.

Political Affiliations of Members

One of the keenest debates of the convention centred around the issue of Communism. The subject was touched off by William Schoenberg, General President, United Cement Lime and Gypsum Workers International Union. In a speech outlining the extension of his union's activity in Canada he said that under no conditions would his union employ organizers identified in any way with the Communist party. Six resolutions relating to the future political action of the Congress, were presented by as many locals in Ontario and British Columbia. The Resolutions committee offered a substitute as follows:

"Be it resolved that it is the considered opinion of this convention that the political beliefs, or the religious beliefs of individual members are the member's own business, so long as such beliefs are not placed before Trade Union principles; and be it further resolved that we condemn the action of any political party or any individual which seeks to use this Congress for their own particular advantage."

Following a lengthy debate, the substitute resolution was adopted.

Labour Unity

The issue of Communism was raised again in the discussion on "Labour Unity". The debate was centred on the following substitute resolution which replaced eight others that had been submitted by locals from Nova Scotia, Ontario, Manitoba and British Columbia.

"Be it resolved,—That while this 62nd Convention is of the definite opinion that unity of action in one body is of paramount importance to the workers of this country; this Congress finds itself in the position that our objectives of unified action must be held in abeyance until a clear concise policy of unity has been worked out between the Executive of this Congress and other Trade Union bodies;

And be it further resolved,—That all efforts of unified action by the various Provincial Executives, Federations of Labour and affiliated organizations of this Congress shall not be entertained until this unified policy has been accomplished."

In closing the debate on "Labour Unity," President Bengough said: "We want unity within our own ranks, instead of going outside to create a situation which could create greater disunity. It was easy enough to talk of unity from the bottom up (commencing with action by local unions) but the executive would continue to work for labour unity."

Wages and Hours of Work

No fewer than 29 resolutions were presented by affiliated unions, relative to wages and hours of work, holidays with pay and working conditions. It was pointed out that the policy of the Congress at former conventions had been to seek legislation to bring about improvement, but it was felt that the desirable plan would be the securing of concessions asked for by direct negotiation rather than legislation. The substitute resolution as finally adopted was as follows:

Be it resolved,—That, this Convention go on record as endorsing the principle of direct negotiation for the betterment of wages and working conditions and set out as our program for the coming year the following:

1. A minimum national wage of 65 cents per hour or such higher minimum as may be needed to purchase the normal requirements for the maintenance and welfare of our people;

2. A maximum working week of 40 hours or such lesser hours as are needed to provide full employment and full income for the needs of our people;

3. A vacation period of at least two weeks in 52 weeks of employment or such additional vacation period as is necessary for the re-building and re-development of our peoples' physical well-being and mental well-being as a protection of future continued employment;

4. The recognition of a minimum of the eight statutory holidays commonly recognized in Canada, by the ceasing of work wherever possible, on these days and the receiving of normal pay on such days, as a recognition that it is a holiday, to develop within our people a recognition of Canadianism as shown by the declaring of such holidays;

5. Where it is necessary for workers to continue their normal work on a statutory holiday, then such services should be recognized by the receipt of double pay or double rests by them and where a worker must work more than the normal hours of work in the working week this fact should be recognized by the receipt of pay at the rate of time and one-half for such hours;

6. The maximum hours needed by workers to compute a regular day's employment of eight hours should not exceed ten hours and any additional hours needed to complete a normal day's work should be compensated for at increased wage rates;

7. It is recognized that employment during the normal hours of rest and sleep of the human body is a physical and mental strain on the human body and therefore hours of work during the evening or night should be compensated for by the receipt of premium earnings.

And be it further resolved, That this Congress urge every affiliated organization to adopt the above program as the very minimum conditions that can be accepted by the workers in the coming year.

Unemployment Insurance

The Unemployment Insurance Act and the regulations surrounding its administration met with criticism from the delegates. The eleven

resolutions, brought in by local and affiliated unions, asking for specific amendments were consolidated by the Resolutions Committee in the following substitute which was finally adopted.

Be it resolved, That this Trades and Labour Congress demand the Unemployment Insurance Act be amended to include the following changes:

- (a) Increase in benefits to \$25 for married men and \$15 for single men per week;
- (b) All categories of industry and occupations to be covered;
- (c) Benefits to be paid for all holidays except Sundays;
- (d) Immediate payment of benefits;
- (e) That the phrase "suitable employment" be more clearly defined;
- (f) That the waiting period of registering for benefits be increased to five years;
- (g) That the time limit for benefits be eliminated in order that they be received for all unemployed time;
- (h) That unemployment insurance benefits be not discontinued during period of illness;
- (i) That a Commission be set up to study the Act with a view to bringing it up to date.

Other Resolutions

Among other resolutions adopted by the convention were the following:

Annuities.—That the Government be requested to set up an annuity scheme to which both employers and employees would be required to contribute, the cost of administration to be borne by the Government.

Broadcasting.—That the Canadian Broadcasting Corporation be maintained as a Government-owned institution, with full control in the issuing of licences for the operation of stations, and that the Federal Government be urged to provide representation for organized labour on the C.B.C. Board.

Extension of franchise.—That the Federal Government be asked to extend the franchise to all citizens who have reached the age of 18 years; that Indians be granted citizenship and voting rights on a par with other Canadians.

Education.—That the Federal, Provincial and municipal governments be urged to set up a fund from which promising students with insufficient funds might draw financial assistance to complete their educations.

Foreign Affairs.—That Canada's representatives in the United Nations Organization strive to create a better understanding among the nations of UNO; that improved trade relations be sought with all democratic countries and that Canadian labour be given representation on all UNO delegations.

Fisheries.—That more rigid government inspection be provided in the packing, labelling and distribution of fish and fish products; that the Canadian government negotiate with the United States to have fishing zones adjacent to the two countries more clearly defined and regulated and that Canada insist on equal status with the United States in the control of offshore fisheries.

That the enactment of a "Fisheries Prices Support Act" be recommended with a view to

guaranteeing fishermen an annual income of \$1,800.

Freight Rates.—Two resolutions opposing increases in rail freight rates and asking for removal of discriminatory differentials were concurred in by the convention, but were referred to the organizations representing the railway brotherhoods.

Health and Safety.—That Dominion legislation be enacted making it mandatory to install dust collection or prevention systems in grain elevators.

That an investigation be urged into conditions of work and salaries paid hospital employees and that steps be taken at once to improve conditions for nurses-in-training.

That immediate action be taken to institute National Health Insurance.

That the Ontario Government be urged to implement the Ontario Health Act concerning hospitalization and medical care in lumber camps and at central points convenient to woodland operations in unorganized territory and that Land Tax revenue and Crown dues, etc., collected by the Ontario government, be used to pay for these services.

That the Federal government be urged to take action to prevent children from operating machines in any factory until they have reached the age of 16.

Housing.—That the Dominion government be called upon to institute a subsidized nation-wide low-rental home building program in co-operation with provincial and municipal governments.

Injunctions.—That the Federal Government be urged to prevent the use of injunctions to curtail trade unions from legal strikes and picketing and also, prohibit the use of strike-breakers.

Shipping Legislation.—That the Dominion Government set up immediately a Parliamentary committee to study the Canada Shipping Act.

That all ships subsidized by Canada should be registered in Canada and operated by Canadian seamen, who would be paid in accordance with regulations governing wages and living standards of Canadian Seamen.

Taxes.—That the Government be requested to raise the minimum exemption for income tax to \$1,200 for single persons and \$2,400 for married persons.

That excess profits taxes be reinstituted immediately.

Cost-of-Living Index.—That the Dominion Government be requested to prepare a new cost of living index, or, failing to do this, to discontinue the present index.

Cancer Clinic.—That the Ontario Government be requested to place at the disposal of the Ontario Cancer Treatment and Research Foundation all means necessary to carry out its program and that the facilities of the Foundation be made available free, to those who cannot afford to pay for them.

Election of Officers

The election of officers resulted as follows:

President: Percy Bengough C.B.E., Ottawa;
 Vice-President: Maritimes, J. A. Whitebone, M.B.E., Saint John, N.B.; Quebec, J. Arthur D'Aoust, O.B.E., Hull, P.Q.; Ontario, William Jenoves, Toronto, Ont.; Prairies, Carl E.

Berg, M.B.E., Edmonton; British Columbia, Alex. Gordon, Vancouver, B.C.; Secretary-Treasurer, J. W. Buckley, Ottawa, Ont.

The following are the Provincial Executive Committees:

Nova Scotia.—George A. Smith, M.B.E., Halifax, Chairman; George W. Betts, Halifax; J. Everet Rafuse, Liverpool; A. D. Williston, Sydney.

Manitoba.—Gordon Wilkinson, Winnipeg, Chairman; Thomas B. Ward, Flin Flon; James McDuffe, Brandon; J. B. Graham, Winnipeg.

Saskatchewan.—F. W. Ingram, Moose Jaw, Chairman; J. Griffiths, Saskatoon; S. J.

Tabbatt, Prince Albert; N. B. Laursen, Regina; Associate member, Thomas B. Ward, Flin Flon.

British Columbia.—R. K. Gergin, Vancouver, Chairman; J. Stevenson, Vancouver; G. Wilkinson, Victoria; H. L. Hanson, Powell River.

Fraternal delegate to British Trades Union Congress, 1948, Mayor Samuel Lawrence, M.B.E., Hamilton, Ont.

Fraternal delegate to American Federation of Labour, 1948, Robert H. Brown, Toronto, Ont.

Victoria, British Columbia, was chosen the convention city for 1948.

Canadian Congress of Labour

REPRESENTING a membership reported to be approximately 360,000, 767 delegates attended the seventh annual Convention of the Canadian Congress of Labour, held at the Royal York Hotel, Toronto, October 6-10, 1947.

The Convention dealt with over 250 resolutions submitted in advance by the Congress affiliates, relating to such matters as wages, prices, housing, and labour and social legislation. The lengthiest debates, however, were conducted on two resolutions dealing with communism and capitalism at home and abroad, and on a third resolution reaffirming the support of the Congress for the C.C.F. party.

Address of Mr. A. R. Mosher

In his presidential address, Mr. A. R. Mosher called for a broad extension of labour's activities and interests.

"Every new problem which arises in the relationships of men and nations demands the attention of a powerful, aggressive, informed and determined labour movement," he said. "No aspect of human affairs can be neglected, and this means that labour must develop agencies in the fields of research, education and publicity. It must study the principles of government, of economics, and every other topic which has an impact upon the common life of the people. It must be in a position to establish and support definite policies and rally public opinion behind them. It must see clearly the possibilities of fulfilling the promise of a better world . . .

"The outstanding obligation which rests upon the workers of Canada at the present time is to take whatever action is possible to

assist in the reconstruction of the devastated countries of Europe, and to make it possible for their people to become re-established. Unless the hunger and distress of Europe and of Asia can be relieved, all efforts to build a community of nations and drive away the spectre of war will be futile."

Within Canada, Mr. Mosher said, the immediate problems were the rising cost of living and the lack of housing. "The increases in wages obtained by the organized workers have not been sufficient to offset price increases, and the workers and the people of Canada generally are forced to accept standards of living far lower than they ought to be in view of the productive capacity of the nation.

"While the primary objective of labour unions is the improvement of wages and working conditions, many workers, as well as other classes of Canadian citizens, are becoming more and more convinced that the natural resources, the productive machinery, and the manpower of the nation are not being utilized in the most effective manner by the economic system under which production and distribution are carried on at the present time in Canada." There was an increasing tendency, Mr. Mosher continued, to believe that economic stability and the maintenance of high standards of living could be obtained only through an extension of public ownership.

Turning to the work of the CCL, Mr. Mosher said that notable advances had been made in the co-ordination of Congress activities, "particularly in the application of uniform wage policies, in opposing reactionary legislation, and in promoting a better understanding of the Congress on the part of the public . . . Because of a more complete

co-ordination of their efforts, many Congress unions have been able to obtain wage increases, paid vacations, and other benefits, including a wider adoption of economic security provisions in collective agreements, without resort to strikes. In this respect there has been a noteworthy improvement in the relationships between employers and organized workers during the past summer, especially in comparison with the very serious strikes which were being carried on when the Congress met a year ago."

He stressed the need for uniting the organized workers in Canada in one national labour body, and the further need of co-ordinated activity to organize the unorganized workers.

Dealing with political activity Mr. Mosher said: "In view of the fact that the only justification for a government is the public service it can render, and the further fact that governments are elected on a basis of political parties, it is essential that labour should develop and exercise political power, rather than permit political power to be controlled by the representatives of a single class made up of the leaders of industry and finance. There is no reason why labour should not get behind its own policies and do its utmost to secure their application in the sphere of politics."

Mr. Mosher commended Congress affiliates for their increased interest in education. He closed by urging the co-operation of labour with other "progressive and humanitarian institutes."

Report of Executive Council

Presented by the Secretary-Treasurer, Mr. Pat Conroy, the Report of the Executive Council outlined the activities of the Congress officers during the year since the last convention.

An important development was the appointment of a Wage-Advisory Committee in December to consider the question of wage policy in view of the abolition of wage control. A statement of policy emanating from this Committee was adopted by the Council in April, deploring the Government's policy of price decontrol, and affirming that "the only means whereby a balance in purchasing power can be restored to the Canadian people, is for all unions in the Congress to pursue a policy of seeking substantial wage increases immediately."

The Executive Council reported that in accordance with this wage policy a large number of affiliated and chartered unions whose wage agreements had expired were successful in

negotiating wage increases. However the Council pointed out that prices had continued to rise "to an alarming extent," and advocated the immediate reintroduction of controls. A memorandum from the Congress was submitted to the Federal Government on March 14, dealing mainly with a national labour code, price control, housing, and immigration.

Policy statements were issued in April urging the establishment of a labour code on a national basis and calling for the adoption of a Bill of Rights. The latter statement protested the operations of the Royal Commission on Espionage, the use of courts to "harass" labour in exercising the right to strike and picket, and the use of excessive bail charges.

Dealing with organization, the Report stated that up to the end of August the Federation of Civic Employees, Winnipeg, had become affiliated with the Congress, and charters had been granted to 4 labour councils and 58 local chartered unions. The Congress now comprised 6 provincial federations of labour, 32 labour councils, 31 national and international affiliated unions with 785 local unions, and 205 chartered local unions, with a total membership of approximately 360,000.

The Report noted that during the summer briefs had been presented to the House of Commons Industrial Relations Committee in regard to Bill 338, and to the Senate Committee on Immigration.

Appended to the Report were submissions outlining the work of the Department of Research and the recently established Department of Public Relations.

Address by Minister of Labour

Addressing the delegates at the Convention banquet, the Honourable Humphrey Mitchell, Minister of Labour, said that the growth in Congress membership was "a remarkable illustration of the confidence which workers all over the country have in your leaders. Part of your strength is derived from the contribution you have made to ensure the survival of our way of life. Part of it is due to such legislative gains as compulsory collective bargaining, first established by the present government over three years ago. Mainly, of course, organized labour has gained ground because of the realization of the importance of union in obtaining an improved standard of living."

Stating that the trade union movement had pioneered in advocating social services, the Minister outlined Dominion Government expenditures on various social measures which, he said, would total over half a billion dollars during the fiscal year, as compared with about

fifty million a year in the depths of the depression.

"Our goal," he declared, "of course, is an increasingly better standard of living—more for all—greater social benefits. We can obtain all we desire under the democratic system which has been tested and proven by time. Exaggerated claims are made for various ideologies but we do not need to worry about them. The rich fruits of democracy are nowhere more in evidence than in Canada. I do not say it is perfect—that it cannot be improved. Of course it can and must be changed for the better to meet the needs of the time.

"To get the best results will require the wholehearted interest and contribution of every Canadian, of every province, every class of people. Labour and management can 'set the table' by getting closer together—finding a formula that will bridge differences and enable us to keep busy and productive—and above all happy and hopeful.

"The establishment of joint production committees in upwards of 500 industries has helped . . .

"The world today suffers from grave instability both in the governmental and economic spheres. The problems confronting us are even more difficult and more complex than during the war itself . . .

"Two sides are being heard from. One, representing the ideology through which the individual is merely an instrument of the state receiving directions in his daily life in the spiritual, social and material sphere; the other, government given to the world by the British people.

"It is my opinion that the British people have made the greatest contribution to the development of free government of any other known civilization. It is based on the rule of law established by the respective legislative bodies after a free election by secret ballot of the people.

"The law as it is written is the very cornerstone of our way of life and must be freely accepted by all individuals and groups in society if our institutions are to endure.

"It is of little avail to go contrary to the established law irrespective of the political party responsible for its enactment. We cannot demand the rights established under the Acts of Parliament unless we, at the same time, are prepared to conform to them under all circumstances."

Other Speakers

The Honourable James Thorn, High Commissioner for New Zealand described the labour and social legislation adopted in his country during the past sixty years.

"We are living in a world," he said, "where the workers are determined to enjoy good conditions at their employment, and to have the advantages of social welfare legislation. They are entitled to these.

"But on the other hand they have responsibilities. They have to remember that only by production of wealth and services can these benefits be made possible. This is the obligation which is on them."

The Honourable Charles Daley, Minister of Labour for Ontario, also spoke briefly at the banquet.

Address of CIO Fraternal Delegate

Mr. Frank Bender, fraternal delegate from the Congress of Industrial Organizations and personal representative of President Philip Murray, told the Convention that labour in the United States had learned the importance of exercising its political as well as its economic arm. The fact that economic gains could be wiped out by legislation had been brought home through the adoption of the Taft-Hartley law, the provisions of which he described. The CIO Political Action Committee was being utilized in an attempt to secure the removal of this legislation.

International Affairs

As a substitute for a number of resolutions dealing with various aspects of international affairs, the Resolutions Committee introduced a lengthy text the main purport of which was to denounce on the one hand "rampant and militant Russian Communistic imperialism, assisted by its 'fifth columns' in all countries," and on the other hand "monopoly capitalist imperialism," and to call for a strengthening of the United Nations.

Debate on this resolution occupied the entire second afternoon of the Convention.

Urging rejection of the motion, such speakers as George Harris and Clarence Jackson of the United Electrical Workers, and Harold Pritchett of the International Woodworkers, said that the resolution would be welcomed everywhere by reactionary forces. They spoke against American foreign policy, and urged the need for friendship with the U.S.S.R. in order to stimulate trade and provide jobs. Mr. Jackson said the resolution was confused in that it opposed American imperialism and yet would tie Canada to U.S. foreign policy.

In support of the resolution, Messrs. Elroy Robson, Canadian Brotherhood of Railway Employees, Harvey Ladd, International Woodworkers, and Murray Cotterill, Toronto Labour Council, called for a rejection of both imperialisms and the following of a third

alternative, which Mr. Ladd described as democratic socialism. They argued that there was a lack of freedom in the Soviet Union. Mr. Pat Conroy said that the Congress Executive was "one hundred per cent behind the resolution" and urged its adoption.

On a roll-call vote the motion was adopted by 546 votes to 165.

The text of the resolution was as follows:

Whereas it is to be remembered that the Canadian Congress of Labour is, first of all, a Canadian organization, and its thinking and actions must be first governed by the interests of Canada and the Canadian people; and

Whereas there is a moral obligation for the Canadian people to see that justice and wisdom prevail in international relationships to the end that peace and freedom be maintained for all peoples, the Congress would be remiss in its duties if it did not express some degree of alarm at the dangerous trend developing in international affairs, and if Canada is to make a constructive contribution, it must look without prejudice on the international situation so that its opinions and activities will be conducted on a plane that will be of help in maintaining peace instead of sowing the seeds for future wars; and

Whereas this Congress is of the opinion that the fears of the people of the world are today brought about by a rampant and militant Russian Communistic imperialism, assisted by its "fifth columns" in all countries on the one hand, and on the other hand by monopoly capitalist imperialism. The peoples of the world are caught between these two predatory forces. The situation in Greece and Indonesia is only incidental evidence of the struggle between these two groups seeking world domination, while in the United Nations Organization the cold hand of the veto paralyzes that great body from functioning fully in behalf of peace and economic rehabilitation of the war-torn countries of the world. The proposals of the Secretary of State Marshall of the United States of America are, in essence, a symbol of the generosity of the people of the United States and Canada in giving so largely of their treasure. The peoples of Canada and the U.S.A. have demonstrated their desire to aid the unfortunate peoples of the world, and as a result their Governments are willing to assist these nations in order to restore the world to a proper balance and provide the basis for a lasting peace and economic security. The peoples of Canada and the United States of America have helped, and will continue to help, all those who are willing to help themselves. In this capacity Canada has played a leading role, and has been generous to an extent whereby a Canadian should not be apologetic, or let his country be subject to criticism in return for their generosity to the needy people of all nations; and

Whereas in view of the present unsettled world situation and the seeming impotency of the United Nations Organization to deal with a situation of this kind at the moment, it is geographically logical that Canada exercise military co-operation with the United States of America. Otherwise, Canada would be remiss in her duty to her citizens if she did not take advantage of all measures for Canada's security; and

Whereas while we seek good relationships with all nations, it should, nevertheless, be explicitly understood that we are not prepared to appease any nation, whether it be the U.S.S.R. or the U.S.A. or any other nation. In the furtherance of good relationships we agree that Canada should negotiate trade treaties with Russia or other countries so desiring such treaties, but it must be made abundantly clear that such a treaty must be governed by the fundamental consideration that Canadian hospitality will not be abused as it has been in the past. A treaty with Soviet Russia will not mean an attempt by Russia, or its agents, to corrupt the citizens of this country, and further, that the basis of friendships and treaties with all nations giving guarantees that we respect the dignities and rights of all countries, and equally important, calling on all countries to respect our dignities and rights as well;

Therefore be it resolved that this Convention of the Canadian Congress of Labour demands, in the interests of world peace, a cessation of the activities of Communistic and capitalistic imperialisms, and goes on record as demanding the enforcement of freedom for all peoples, whether in Greece, Indonesia, or in other countries now under some form of military domination, whether by Soviet Russia, the United States of America, or other countries. In this regard we rest our case on the fundamental principle that people everywhere must be free to exercise their own rights as we are so doing in this Convention, and we therefore call upon the United Nations Organization to put its house in order and become a militant enforcement agency for the peace of the world, as against those whose activities are constituting a menace to it. Further we believe that this position is what the Canadian people are taking at the present time, and this Congress being a Canadian institution must occupy a Canadian position for the welfare of the Canadian people, believing that in so doing it will be making a contribution to the peace and security of the world.

Freedom of Trade Unions

A substitute resolution introduced by the Resolutions Committee dealt with "communist and capitalist attempts to stifle the freedom of workers." An entire afternoon was spent in debate on this resolution which was adopted on division. Its text was as follows:

Whereas the continuous function of the Communist movement is a persistent denunciation and baiting of all individuals who do not agree with the objectives of Communism, and since the function of the trade movement is to increase the liberties and freedom of its members, and since we hold that the attacks of capitalists on the trade union movement, and application of Communist policy, have the same end in view, either the restriction or the abolition of the freedom of trade unionists:

Therefore be it resolved that this Convention of the Canadian Congress of Labour condemn and denounce both Communist and capitalist attempts to stifle the freedom of the workers, and,

Be it further resolved that this Convention go on record as opposing by all legitimate

means any totalitarian philosophy, whether it be Communist, Fascist, or a reflection of either one; the end result of which will be to take away the freedom of the trade unions and the masses of the people in general, and,

Be it further resolved that we call upon the members of our Congress unions to devote their full strength and activity to the end that we will preserve a free trade union movement to enable us to lay a foundation that will maintain the functioning of a free trade union movement, which aims at a better society, bringing economic security, political freedom, and a maintenance of the dignity and decency for all human beings.

Political Action

The debate on a substitute resolution on political action brought in by the Resolutions Committee was opened by President Mosher. He said that the old idea that labour should reward its friends and punish its enemies on an individual basis was wrong: governments were controlled by political parties, and labour must concentrate on a party. While the C.C.F. was not always right it was the only political party behind which labour could rally.

An amendment introduced by Harold Pritchett would have put the support of the Convention behind a "federated labour party based on the trade union movement," and instructed the incoming Executive to "invite all sections of the trade union movement and labour political parties" to join in the establishment of such a party and to seek the co-operation of farmers to elect a farmer-labour government.

After an extensive debate the amendment was defeated, and the main motion carried, as follows:—

Whereas in former years this Congress has endorsed the Co-operative Commonwealth Federation, and in those years the C.C.F. has now become the recognized political medium for labour, farmers and progressive people who are seeking an equitable social order, and because of the apparent bankruptcy of the two old-line parties, and their failure to meet the needs of the people, it is obvious that any attempts at the reconstruction of new political groupings will only undo the progress made by the C.C.F., thereby playing into the hands of the two old-line parties:

Therefore be it resolved that this Congress goes on record as recommending to our unions that they concentrate their political activity through the medium of the C.C.F., and we further recommend that all groups of Canadian citizens who desire to attain the same objectives should co-operate in electing the C.C.F. both federally and provincially.

Price Control

In a debate on price and rent control, a number of delegates emphatically expressed their concern over the rising cost of living.

Opening the debate, Mr. John Wigdor, of the United Electrical Workers, said that a million and a quarter Canadian workers were receiving less in wages than was needed for a decent minimum standard of living. He urged a "fighting policy" against the removal of controls.

Mr. Pat Conroy said that for two years the Congress and its unions had been constantly urging on the Government the need for price stability. He estimated that no less than 90 per cent of the people of Canada had desired the continuation of controls. Yet, he contended, because the other 10 per cent, whose personal incomes were not seriously affected by rises in the prices of consumers goods and whose main concern was profits, were having their way, the country was in for "one of the most miserable periods in Canadian history." Labour, he said, should serve notice on the Government that the Canadian people wanted a special session of Parliament to restore price control.

Mr. C. S. Jackson, United Electrical Workers, urged that a one-day demonstration be conducted to give every worker an opportunity to express opposition to price rises. This suggestion gained some support, but was opposed by a number of delegates, including Mr. J. E. McGuire, Canadian Brotherhood of Railway Employees, who called for pressure on Members of Parliament as a means of obtaining action.

By a unanimous standing vote, the Convention adopted the following resolution on price control:

Whereas in the last few months organized labour in most basic and major Canadian industries has signed wage agreements to run for a period of one year, in the firm hope and with an honesty of purpose as labour's contribution to stabilizing wages and prices in the best interests of our Canadian economy, and

Whereas after the signing of said wage agreements, big business immediately embarked on a policy of price increases to boost their already record profits, and

Whereas our Federal Government has now failed to take advantage of labour's sincere efforts to stabilize the wage-price structure and has removed the subsidies on basic and essential commodities such as wheat, flour, hides, lumber, etc., and removed from price control numerous items that will add to the cost of living, nullify any recent wage increases and so reduce the living standard of Canadians to the extent of imposing real hardship on a large section of our population;

Be it therefore resolved that this Convention go on record as condemning our Federal Government for its recent move towards complete elimination of subsidies and price control to the obvious detriment of Canadian citizens generally; and

Be it further resolved that we demand of the Federal Government that in the interests of the national welfare, a special session of Parliament be called to deal with the question of replacing the subsidies and price controls recently removed on basic foodstuffs, clothing, and other essentials, and that they re-impose the excess profits tax, and investigate all price increases since the elimination of price control, and punish those guilty of profiteering.

A separate resolution urged the retention of rent control and the reimposition of legislation prohibiting evictions.

Wage Policy

On wage policy, the Convention unanimously adopted the following resolution:

Resolved that this Convention endorse the perpetuation of the National Wage Co-ordinating Committee, and in view of the chaotic economic situation facing all of labour that we call upon our affiliates to co-operate in the work and decisions of this committee by pursuing a policy designed to protect the standards of their members.

We also call upon all affiliates to take whatever steps may be necessary to secure wage increases to offset the unwarranted increase in the cost of living.

Conditions of Work

A number of resolutions, which were adopted unanimously without debate, put the Congress on record as favouring various improvements in working conditions through the adoption of legislation or other means.

The first of these resolutions, designed to secure uniformity of labour legislation across the country, called on the Federal Government to hold a conference at least annually at which representatives of the Federal and Provincial Governments and of labour and employers' organizations would meet for the purpose of promoting uniformity and higher standards of social legislation, and the adoption of Conventions approved by the International Labour Organization.

A second resolution endorsed the principle of a 40-hour work week and an 8-hour day without reduction of take-home pay, these objectives to be obtained through legislation and collective bargaining.

The Congress also urged the adoption of legislation whereby all workers in Canada might enjoy two weeks' annual vacation with pay.

The Convention gave its full support to the principle of the guaranteed annual wage.

Taxation

The Congress unanimously adopted resolutions urging: immediate refund of compulsory savings credits; the reimposition of the

excess profits tax; and the raising of income tax exemptions to \$1,500 in the case of single persons and \$2,000 in the case of married persons.

Labour Relations

The Congress unanimously adopted a resolution re-affirming its demand for "an over-all national labour code." The resolution endorsed the Congress brief presented during the summer to the Industrial Relations Committee of the House of Commons (L.G. Aug, 1947, p. 1102) and requested the Executive to prepare a code based on the brief for submission to the Government. It further called for a concentrated campaign on the part of Congress affiliates across the country, directed at provincial governments and local members of Parliament, to secure the adoption of such a code at the next session of Parliament in place of Bill 338.

Recognizing that until the adoption of a federal code, provincial codes would either remain in force or come into being, the Congress urged its affiliated unions to

press their respective provincial governments to have all objectionable features removed from the codes, and to substitute in their place the various features of the Saskatchewan Act which, in the opinion of this Congress, is the fairest and most constructive Act in Canada.

In a subsequent debate, during the course of which several delegates from British Columbia expressed strong disapproval of the provisions of the B.C. Industrial Conciliation and Arbitration Act (commonly known as Bill 39), the Convention unanimously adopted the following resolution:

Be it resolved that this Convention of the Canadian Congress of Labour go on record as being opposed to government interference in the internal affairs of any trade union by government-supervised strike votes; giving comfort and support to company unions in the name of "employees' associations" by legislative enactment of anti-labour laws; fines on local unions and its members for infraction of an employers' code; and

Be it further resolved that this Convention give its unequivocal support to the B.C. Federation of Labour's campaign against Bill 39, which denies true democracy to the trade union movement, and demand that the British Columbia Government repeal Bill 39 and substitute for it a labour code incorporating labour's proposals.

A resolution referring specifically to government employees asked that the Federal and Provincial Governments pass statutes giving such workers the right to organize, bargain collectively, and negotiate and sign collective agreements.

Packinghouse Workers' Strike

A resolution introduced by Fred Dowling, Canadian Director of the United Packinghouse Workers of America, and adopted unanimously, pledged "unqualified financial and moral support" to the union in its industry-wide strike; criticized the "Dominion and some of the Provincial Governments" for having "disregarded the merits of the dispute" and "used the bogey of 'provincial rights' to support the packers;" and urged conciliation on a national basis.

Immigration

A debate occurred on a resolution on immigration which urged: (1) that the Federal Government admit as immigrants a fair proportion of Displaced Persons without regard to their race, colour, creed or nationality; (2) that the admission of these persons be not allowed to interfere with the wage rates, working conditions and union standards of Canadian wage-earners; (3) that the placement of such persons be accomplished in conjunction with the unions operating in the industries concerned; and (4) that the Government regard the Congress and its affiliated unions as advisory agents in regard to immigration.

The resolution was referred back to the Resolutions Committee for rewording and the addition of a clause asking that the war record of prospective immigrants be considered. It was not again considered on the floor of the Convention, but was included among a number of resolutions which were favourably referred to the incoming Executive.

Unemployment Insurance

Important changes in the Unemployment Insurance Act were recommended by the Convention. A Special Committee on the subject had earlier in the year submitted proposals to the Advisory Committee of the Unemployment Insurance Commission. These proposals asked, among other things, that benefit rates for claimants with dependents be increased; that a new class 8 be established for persons earning \$34 or more per week, with contributions for both employers and employees set at 42 cents weekly; that weekly contributions be adjusted so that employer contributions would equal those of employees; that the waiting period be reduced from nine to six days; that coverage be extended; that non-compensable days be eliminated; that all veterans be given credit for military service from 1941 to discharge in class 7 or in class 8 if such a class is created; that workers on strike be permitted to continue to contribute

to the fund; that vacation credits be protected; that the benefit year be extended by the period during which the claimant is ill, in excepted employment or self-employed; that acceptance of referrals at rates less than those provided by provincial minimum wage regulations be prohibited; that claimants be permitted to earn up to \$2 a day (instead of \$1.50) without being disqualified for benefit; that a claimant be permitted to refuse new work if he would thereby be required to join a company union; that a number of specified conditions be included in the basis for determination of "suitable" employment.

These proposals were endorsed by the Convention, which recommended that the Committee continue its work, and also adopted the following resolution:

Resolved that the Congress Committee on Unemployment Insurance be instructed to investigate and report on the feasibility of

- (a) An increase of 50 per cent in unemployment insurance benefits without increase in contributions;
- (b) The elimination of classes 1, 2, 3, and 4 in the unemployment insurance schedule and their replacement by a single class;
- (c) The reduction of the period of disqualification from six to two weeks in cases of discharge for cause;

And be it further resolved that this Convention register its protest at the recent introduction of employment separation forms by the Unemployment Insurance Commission which omit the reason for separation from employment on the employee's copy, but include it on the copies retained by the employer and the Commission; and that the Commission be urged to rectify this unjustifiable and inequitable treatment forthwith.

The Convention also stressed the importance of a wider knowledge of the Act among workers generally, and recommended more active participation by unions before Courts of Referees and the Umpire, and that at least one officer in every local be responsible for knowledge of the Act and able to assist unemployed members.

Other Social Legislation

Resolutions dealing with other social legislation advocated:

that the Federal Government proceed at once with a national health insurance plan; that "adequate old age pensions commensurate with decent living standards" be paid at the age of 60, without a means test;

that Mothers' Allowances be increased to provide "at least a standard of health and decency"; and

that workmen's compensation benefits be increased to 100 per cent of earnings.

The Convention also passed a resolution urging the Federal Government to take the

necessary steps in conjunction with the provinces to institute an overall social security plan.

Housing and Public Works

In regard to housing the Convention favoured a government-subsidized low-rental program, the establishment of a Crown company to manufacture the component parts of houses, and low-cost loans.

As a means to "maintain full employment at trade union rates," The Congress also urged the Government "to immediately plan large-scale public works, such as irrigation, hospitals, low-cost public housing, recreational centres, schools, homes for the aged, rural electrification, and highways." Immediate commencement of the St. Lawrence Waterways development as a national public works scheme to be retained as a self-sustaining public utility was also urged, while the Congress requested the Provincial and Federal Governments to undertake reforestation on a major scale.

Co-operatives

Mr. L. J. Bright, Secretary of the Co-operative Union of Saskatchewan, addressed the Congress and told delegates of the many types of industry the co-operatives had built up in Saskatchewan.

The Congress placed itself whole-heartedly behind the Co-operative Union of Canada, recorded its opposition to "restrictive" tax legislation imposed by the Federal Government, and decided to endeavour to extend relationships between farmer organizations and labour. It also concurred in principle and referred to the incoming Executive a resolution requesting the CCL to organize a co-operative information bureau to provide speakers and literature in order that CCL trade unionists "may actively assist in the organization and development of co-operatives in every section of the country."

Racial and Religious Intolerance

The Congress pledged unqualified assistance in the solution of "the world-problem of human relations, race-hatred and bigotry" in a resolution which also declared:

Recognizing that the labour movement has always been one of the first victims of the pernicious doctrines of race-hate whose disseminators are once again becoming active in Canada, the Congress further pledges itself to combat racial and religious intolerance whenever and wherever they threaten.

The Convention congratulated the Congress Committee to Combat Racial Discrimination

"on its effectiveness during the past year, as shown by its establishment of local committees to combat racial intolerance in Winnipeg, Toronto and Montreal." It also recommended the continuation of the publication *Canadian Labour Reports* which stresses the threat of intolerance to the labour movement.

The subject of discrimination was also introduced into a resolution which asked the Government to undertake a subsidized training program to deal with the shortage of nurses. To this resolution was added an amendment which expressed the Congress' condemnation of hospital boards which refuse admittance to trainees because of race, colour or creed.

Addressing the Convention, Mr. Michael Rubinstein, National Chairman of the Jewish Labour Committee, said in part:

"Let no one harbour the false illusion that racial tolerance is a charitable act towards the victims of intolerance, or at best an act of decency by the majority toward the minority. Such an attitude is indirectly an admission of the right to oppress our fellow men. Tolerance, the recognition of the right of minorities, is an act of self-preservation of our own rights. It is really an act of self-defence on the part of democracy and especially labour, which in itself, is often the victim of legal and political discrimination. . . .

"Trade unionism as such—and I speak to you from personal knowledge as a veteran of the trade union movement—is the greatest factor I know of for racial harmony. For the very existence of a trade union depends on the welcoming into its ranks of everybody in the trade regardless of his origin, colour or belief. To that extent trade unionism is a great democratic force for unity."

Constitutional Questions

Several amendments to the Constitution of the CCL were adopted at the Convention, one of which raised the per capita tax of local chartered unions from 50 to 75 cents a month. The most extensive debate, however, developed over a proposal which failed to carry, which would have altered the voting procedure at the Convention.

Supporters of this proposal declared that under the present constitutional system, unions having a considerable number of small locals were allowed to bring a disproportionately large number of delegates to the Convention, whereas unions having a small number of big locals did not have a voting strength commensurate with their heavy membership. The amendment would have instituted a

voting system whereby each unit would be allotted a number of votes based on its membership.

Opponents of the proposal argued that it would lead to a system of block voting, which they considered undesirable, that the proposed procedure would considerably lengthen the amount of time necessary to take a vote, and that the present system gave a more effective voice to the rank and file.

The motion having been lost by a show of hands, a demand for a roll-call vote was also defeated by a count of 537 to 179.

Labour Unity

That "organic unity is the first requirement to effectively meet the dangers and pitfalls facing Canadian labour" was the keynote of a resolution on labour unity.

Stating that Congress officers had done everything possible to implement the policy laid down at previous Conventions of organic unity with the Trades and Labour Congress, the resolution instructed the incoming Executive to "persist in their efforts to create one large progressive labour organization in Canada," and to "publicly name a standing committee which will be available at any time to enter into such negotiations."

Bill of Rights

The Congress advocated the introduction of a Canadian Bill of Rights at the next session of Parliament, and the preparation of a Congress brief thereon, to be presented to the appropriate Parliamentary Committee.

ILO and WFTU

Reports on the Conferences of the World Federation of Trade Unions and the International Labour Organization, held in Europe during June, were presented by Mr. C. H. Millard, who had attended both meetings.

Mr. Millard's report stated that the WFTU should not be condemned as a Communist organization, with Communist political purposes, but rather "should be judged on its record, its declared and demonstrated purposes, and in the light of the conditions in which it must operate. . . .

"It must be remembered that, just as the United Nations is made up of member states in various stages of development and having widely divergent political systems, so the WFTU is composed of national centres in various stages of political and trade union development. Thus those who remain outside the WFTU simply because they disagree with others who have affiliated, are in the same

position as their country would be if it stayed outside the United Nations. Such national labour centres must assume their full share of responsibility for the success or failure of the WFTU, for there can be no labour isolation in this collective world."

He urged renewed effort to secure the affiliation of the Trades and Labour Congress to the WFTU. He also suggested the establishment of a CCL international department, to provide members with accurate and up-to-date information about the development of the international labour movement and to work with other trade union international offices, especially the secretariat of the WFTU.

Turning to the ILO, Mr. Millard declared that "neither our Government nor labour has attached sufficient importance to our membership in the ILO." Canada's delegation to the Geneva Conference, he said, "besides being numerically inadequate, was not sufficiently representative, especially in the government and workers' sections."

He praised the objectives of the ILO, its tripartite structure, the Conference procedure, and the wealth of informational material that the ILO had accumulated and which was available to member countries.

He criticized the fact that Canada, with its "provincial system of labour legislation", was unable to ratify and apply International Labour Conventions, but must send them to the provinces for ratification. "There is a moral responsibility to accept decisions and discharge obligations. According to the record received at Geneva, Canada's performance is far from perfect. Out of a total of 67 Conventions adopted by the ILO Canada has only ratified 11. She voted for an additional 38, but has not ratified. Again it is claimed that many of these Conventions find practical application in one or more of the provinces, but, aside from the unsatisfactory state of these affairs in Canada, our country in these international organizations finds itself in the rather ridiculous position of not being able to speak or act as a nation."

Mr. Millard's principal recommendations were as follows:—

To insure that at least ILO standards of social and working conditions will be available to all Canadian working men and women, the Canadian Congress of Labour should make every effort to secure:

- (a) If necessary, an amendment to the British North America Act permitting a national labour code and uniform regulations for labour inspection and employment service.
- (b) The development of either joint or tripartite national industrial councils.
- (c) The widest possible distribution of ILO information and news.

Education and Publicity

Appreciation of the CBC for its coverage of labour matters was expressed in the report of the Convention's Committee on Education and Publicity. The report attacked "distortions" in certain newspapers and private radio stations. Various devices were outlined for making union members better informed, assimilating new members and training leaders. Delegates were urged to co-operate with school boards and in the development of adult education.

A resolution, which was referred favourably to the incoming Executive, urged that free education at all levels be made available to all people, and that the Federal Government assume a share of the costs of education through grants-in-aid to the provinces.

Strike Fund

A debate on several resolutions calling for an organized procedure for the handling of money contributed to strike funds evoked general agreement that some sort of policy was desirable both at the Dominion and Provincial levels. It was decided to leave the question to the incoming Executive.

Other Resolutions

Other resolutions adopted at the Convention put the Congress on record as follows:

Pressing for a revision of the present method by which the cost-of-living index is calculated;

Recommending to the Federal Government the permanent organization of a Standards Division to see that the quality of commodities is maintained to the advantage of the consumer;

Urging the Federal Government to adjust sub-standard wage schedules in Government establishments;

Asking the establishment of a Government-owned and controlled banking system;

Requesting the provision of postal-free delivery of all regulation food parcels to the United Kingdom during the present emergency;

Asking that all radio broadcasting in Canada be made a public utility;

Supporting "the legitimate demands of the organized teaching profession in Canada regarding better remuneration, working conditions, etc.;"

Supporting the organized farm movement in their attempt to get a fair price for all their products;

Requesting the Federal Government to set up clinics for research work on such diseases as cancer, polio, arthritis and silicosis;

Commending the Ontario Department of Health for conducting TB X-ray surveys in plants throughout the province, and urging that this program be made permanent;

Calling on the governments having jurisdiction to institute public inquiries into the causes of three recent mining disasters with the purpose of determining responsibility;

Asking Congress unions to do their best to co-operate with the Amalgamated Building and Construction Workers of Canada in widening the influence of this union in the building and construction industry;

Demanding "that the export of raw iron ore be stopped while manufactured steel is being imported," and that "immediate steps be taken to establish sufficient blast furnaces to manufacture our own steel requirements".

Asking the Federal Government in conjunction with the various provinces, to conduct a reorganization of the steel and coal industries "for the purpose of seeing that they are operated in the public interest".

Urging the Federal Government to retain the requirement that 65 per cent of the content of all Canadian-made automobiles be Canadian;

Asking the enactment of legislation preventing Canadian shipping interests from purchasing obsolete vessels, and providing for the inspection and scrapping of unseaworthy craft;

Asking the amendment of Section 239 of the Canada Shipping Act so as to grant unions the right to have their representatives aboard ship;

Urging an increase in the *ad valorem* duty on ship repair and new construction work performed abroad to a rate comparable with that of competitive shipping companies;

Endorsing CARE and recommending it to Canadian workers as a means of sending assistance to friends and brother trade unionists in Europe;

Approving co-operation with veterans' organizations;

Asking amendment of the Veterans' Land Act to enable any veteran to build wherever he may choose;

Asking labour representation on the Board of Directors of the Bank of Canada;

Requesting amendment of the Dominion Elections Act to provide two hours off work during working hours paid for by the employer on election day, and lowering of the eligible voting age to 18 years;

Condemning the Government of Quebec for "its use of force against picket lines, union-smashing tactics, and the jailing of labour leaders".

Asking the incoming Executive to inaugurate a program to encourage members of locals to purchase only union-made merchandise and demand union services.

Resolutions Referred to Incoming Executive

Those resolutions which were before the Convention but not dealt with by the close of its sessions were considered to be non-controversial and were referred to the incoming Executive for necessary action. Some of these advocated: the abolition of the Senate; lifting of the ban on oleomargarine; an expanded program of national parks; amendment of the B.N.A. Act to give the Federal Government power to establish a uniform system of educa-

tion, a national labour code, and a national health scheme; maintenance of freight rates at present levels.

A resolution on shipping asked that all ships primarily engaged in Canadian trade, and all Canadian naval vessels, be built, manned and repaired in Canada. This resolution also called for a tonnage replacement program, and the establishment of a Maritime Commission.

Two resolutions favouring credit arrangements with foreign countries, and specifically "financial and moral support" to the British people, both pointed out that such action would be beneficial to the Canadian economy.

Also referred to the incoming Executive were a number of resolutions deemed to be limited

in scope and not appropriate for action by a national Convention. Special measures by the Federal Government, such as the erection of a bridge across the Strait of Canso and a bridge or tunnel from Halifax to Dartmouth, to develop the economy of the Maritimes and promote full employment.

Election of Officers

The election of officers resulted as follows: President, A. R. Mosher; Secretary-Treasurer, Pat Conroy; Vice-Presidents, Alex McAuslane, Sol Spivak; Executive Committee, C. H. Millard, S. Barrett, J. E. McGuire, T. Prezeau, and T. Brannigan. All positions were contested.

Canadian and Catholic Confederation of Labour

WITH 375 accredited delegates in attendance, the Canadian and Catholic Confederation of Labour held its twenty-sixth annual convention in Saint Hyacinthe, Quebec, from the 14th to the 18th of September.

The report of the general secretary indicated an increase of 7,000 members among the affiliates of the Confederation which included 345 syndicates and 15 professional federations at the convention. The Federation of Municipal Employees, founded the previous April, was reported to have 5,000 members distributed among 27 syndicates. The total membership of the Confederation was reported as now being over 70,000.

Some 200 resolutions were placed before the Convention dealing with problems of labour legislation, political and social economy, and various other matters.

Presidential Address

The principal address of the Convention was presented by Mr. Gerard Picard, president of the Confederation. In commencing his address, Mr. Picard said: "In presenting my first report to the Convention, as general president of the CCCL, I am going to limit myself to making two fundamental claims . . . which, if granted, would mark a considerable advance in our legislation. These two claims of the CCCL are the following: (1) a Labour Code; (2) Labour Courts."

Mr. Picard called for a Labour Code which would include more than legislation regulating collective bargaining or the compilation in one volume of all labour laws. While praising Bill No. 338 as "the most progressive legislation to date" the speaker asserted that it was "not at

all" a Labour Code. A plea was made for a code which would be the expression of social justice and would outline the legal frame of labour relations, social security and assistance, with appropriate standards and definitions.

The plan for a Labour Code could be derived, he stated, from other countries and from conventions adopted by conferences of the International Labour Organization. Part of present provincial legislation could be used. Mr. Picard suggested the following as section headings of the Labour Code: Department of Labour, Labour Regulations, Labour Agreements, Minimum Wages and various laws relating to wages, Conciliation and Arbitration, Social Security, Social Assistance, Strikes and Lockouts, Picketing.

The President of the CCCL expressed the opposition of his organization to a Labour Code "whereby the federal government by absorbing provincial jurisdiction would expand into all branches of economic life." He considered it was easier for the people of a province to make themselves understood by the provincial government. Mr. Picard stated that "no attack on the federal government nor unreserved approval of actual provincial legislation" was intended.

In appealing for Labour Courts, Mr. Picard declared that regular courts were too slow, formal and expensive. While the procedure, he thought, was justified in inheritance cases, it would not do for labour conflicts. Moreover, as certain matters were reserved for special courts, civil, criminal, Admiralty, Exchequer and otherwise, he considered it was logical to have special courts for labour.

The Labour Courts should not, in his opinion, be a division of the Superior Court nor should they receive cases which could be settled by arbitration. The Courts should be asked to rule only in cases where "rights" were involved. Conflicts involving "interests" or claims arising from labour contracts should be left to negotiation, conciliation, arbitration, or strike or lockout. Strikes, he stated, would be prohibited in regard to questions of legal rights but would be permitted in a conflict of claims once the legal procedure was exhausted.

The President of a Labour Court, he said, should be a person with legal training, while the other members should be equally representative of employer associations and labour syndicates. Procedure before the Courts, he contended, should be simple, quick, and inexpensive. Important decisions should be published, and for a time at least should be final and without appeal.

Mr. Picard stated that confronted with "actual social problems" the CCCL would press as firmly for Labour Courts as for a Labour Code.

Address of Mr. J. G. Bisson

Among the other speakers was the Chairman of the Unemployment Insurance Commission, Mr. J. G. Bisson, who brought greetings to the delegates from the federal government, and in particular from the Honourable Humphrey Mitchell, Federal Minister of Labour. He emphasized the Minister's appreciation of the work done by the Catholic syndicates. In closing, Mr. Bisson described the important role that the Unemployment Insurance Commission plays in the field of social security.

Other Speakers

Another speaker was the Hon. H. Delisle, Minister of State in the Province of Quebec, representing the Hon. Antonio Barrette, Provincial Minister of Labour. After expressing regret at Mr. Barrette's absence, he informed the Convention that "Mr. Barrette is always prepared to collaborate with any union and to listen to the claims of the workers." Mr. Delisle then pointed out the importance and necessity of study mainly through the establishment of labour colleges where training could be offered leaders who would defend the interests of labour. Congratulations on the accomplishments of the Syndicates were also offered by the Honourable Adelard Godbout, Leader of the Provincial Opposition.

Resolutions Applicable to Federal Government

In regard to prices the delegates at the Convention asked the federal government to reimpose price controls until production became sufficient for consumer requirements. The recommendation was also made that a commission be formed before which manufacturers would have to justify any increase of their products or services. Each province would have a branch of such a commission with members from the government, employers, labour organizations, co-operatives and consumers.

The CCCL also passed a resolution requesting the federal government to raise income tax exemption to \$3,000 for married people and to \$2,000 for single persons. Claims for additional income tax should be made within 12 months of the filing of the form while repayment by the Department of Finance of excessive income tax returns should also be made within the same period.

A plea was made for continued family allowances to children over 16 who continue their studies. Equal allowances should be granted to all children of a family without regard to their number. Also requested was an increase in family allowances proportionate to the cost of living.

Several suggestions were made in regard to unemployment insurance. The CCCL felt that five representatives should be named for the principal economic regions of the Province; this, it was considered, would decentralize the administration of the law in a practical fashion.

Further suggested amendments were: reduction from 9 to 3 days of the time necessary before an insured person may draw unemployment insurance benefits, increase of benefits in proportion to the cost of living, and benefit payments after 160 instead of 180 days of contributions. Technical training for unemployed workers was also proposed as a help in obtaining work more easily.

Provincial Legislation

A resolution passed by the Convention requested the Provincial Government to amend the Labour Relations Act so as to make legal union security clauses in collective agreements. The CCCL also requested the establishment of a law of family housing credit. Several amendments were proposed for the laws governing accidents at work, syndicates of professional workers, minimum wages and differences between public services and their employees.

The Provincial Government was asked to amend the law of motor vehicles to better protect pedestrians and to reduce the number of highway accidents by the establishment of compulsory insurance for automobilists and regular inspection of motor vehicles.

Other Resolutions

Several other resolutions passed by the convention of the CCCL advocated:

The cessation of immigration until the solution of the problems of housing and unemployment;

Amendment to the national housing regulations to facilitate housing to wage-earners, with special regard to rates of interest, initial payment, and decentralized administration;

Pensions for invalids on the same principle as pensions for the blind;

The adoption of a national flag proposed by *La Ligue du Drapeau national*, and the choice of *O Canada* as a national anthem;

Opposition to conscription for any extra-territorial war and the banning of the Labour-Progressive Party and the Witnesses of Jehovah.

Election of Officers

A new executive was chosen at the closing session of the Convention. Messrs. Gerard Picard, Romeo Ethier and Andre Roy were respectively re-elected by acclamation as general president, secretary-treasurer and general secretary. Other members elected to the Executive were Mr. Emile Tellier, Three Rivers, first vice-president; Mr. Angelo Forte, Montreal, second vice-president; Mr. Alphonse Roberge, Quebec City, third vice-president; Mr. L. P. Boily, Jonquiere, fourth vice-president; Mr. Romeo Vallee, Sherbrooke, fifth vice-president; and Mr. F. X. Legare, Rimouski, sixth vice-president.

British Trades Union Congress

THE seventy-ninth annual Trades Union Congress was held at Southport, England, September 1 to 5, 1947. The President was Mr. G. W. Thomson, the Chairman of the General Council. There were 837 delegates representing 187 organizations having an approximate membership of 7,540,000, including 1,217,000 female members, an increase of 869,000 as compared with the total represented at the Congress in 1946.

Among the leading speakers who addressed the Congress were Right Hon. George Isaacs, Minister of Labour and National Service; Right Hon. Ernest Bevin, Foreign Secretary; Mr. G. J. Richardson, and Mr. G. S. Zander, fraternal delegates from the American Federation of Labour; Mr. E. Kupers, Vice-President of the World Federation of Trade Unions; and Mr. P. J. Noel-Baker, fraternal delegate from the Labour Party.

Presidential Address

The President, Mr. G. W. Thomson, in his address at the opening of the Congress, dealt at length with the economic problems that confronted Great Britain and the difficulties of the task of rebuilding and re-shaping work economy. These difficulties, he said, may tax the powers of leadership in the unions and in the Congress, but "overcome they must be, if we are to save ourselves by our own exertions in the dark days that are upon us". He asserted that efforts were being made to build

up a new international order which would lead to concord and co-operation in place of national rivalries and discords. He declared that stable prosperity cannot be achieved until the economic organization throughout the world was treated as a whole.

Turning to the activities of the General Council of the Congress during the past year, the President said that the time had come when ways and means should be found to permit greater participation of the workers in the field of management and when the problem of the training which would allow this to be done most effectively must be thought out. He referred to the fuel and power shortage of the winter of 1946-47 as emphasizing the shortage and mal-distribution of manpower for securing the maximum production in essential industries and services. He declared that the trade union movement is willing and able to assist in overcoming the difficulties of achieving a stable economy, but that all other sections of the community had responsibilities also. He said that trade unionists felt that there were still people in comparative idleness or in unessential occupations who could be transferred to seriously undermanned industries. He claimed that "much could be done to increase the efficiency of management in various ways and the development and use of joint production committees and similar machinery could be very helpful".

The President concluded by saying that it was "as a nation and by our own exertions that we must solve our problem . . . The situation demanded the conscious effort of every man and woman in the country".

Address by Minister of Labour

Right Hon. George Isaacs, Minister of Labour and National Services outlined the Government's proposal for the direction of labour. He said that while it was necessary to insure that the proposed "control of Engagement Order" was made effective, "the power of direction would be used with reason and sympathy. The aim would be to offer a choice of important work and to obtain agreement by persuasion rather than direction".

Direction of Labour

The General Council in its report accepted the view of the Government that to be effective, the Control of Engagement Order should involve a limited direction of labour in order to secure the better distribution of manpower. Although subjected to considerable criticism, the action of the Council was approved by a large majority.

International Policy

The Foreign Secretary, Right Hon. Ernest Bevin, in his address to the Congress made certain "informal suggestions" with respect to the gold reserves held by the United States and the formation of a British Commonwealth customs union. The debate on international policy centred on the following resolution:

"In view of the importance of preventing any division among the countries of Europe, which might result in a separatist, instead of a united policy being pursued, this Congress pays tribute to the work of the Foreign Secretary, and asks him to continue his efforts to unify and solidify the democratic countries of Europe to enable them, and us, to rebuild our economic structure which is of vital importance to the peace of the world."

Following a lengthy discussion in which amendments were presented asking that the foreign policy be directed towards establishing trade and commercial relationships with all European democracies and Russia, and also for a reduction in the armed forces, the amendments were defeated and the resolution adopted.

Iron and Steel Industry

The Congress defeated a resolution criticizing the Government for failure to introduce legislation providing for the nationalization of

the iron and steel industry and urging the General Council to press for such legislation. It was pointed out that the Government's policy had not been changed, and that it was intended to nationalize the industry during the life of the present Parliament. The matter of timing had to be considered, however, and the Government was unable to give assurance that a bill would be introduced in Parliament during the forthcoming session.

Other Resolutions

Among other resolutions passed by the Congress were the following:

Profits and Prices—Urging that the Government create immediately more effective machinery for the investigation of costs of production and distribution and of the level of profits and take such action as is found necessary to protect the interests of the consumer and the purchasing power of wages.

Production—Approving the setting up by the Government of an economic planning board and suggesting that such a plan (a) should clearly indicate priorities and production targets for the next two years; (b) promote maximum home production of food and give practical assistance to agriculture; (c) eliminate imperialistic commitments and insure that import and export trade is firmly linked with all other democratic countries.

Building Program—That the Government initiate a public inquiry into the building industry.

That the General Council appoint a committee to cover the planning and allocation of raw materials, fuel, machinery, productive space and labour for the production of building materials, fittings and equipment and the relation of this production to the achievement of a comprehensive building program.

Equality of Pay and Opportunity—That the General Council continue to press for the implementation of the Congress policy of equal pay for equal work and equal opportunities for women.

Factories Act—That the General Council study the Factories Act with a view to suggesting amendments to bring it up to date, the appointment and training of more inspectors, including strengthening of specialist branches, especially the medical and chemical branches.

Workers' Participation in Management—That affiliated organizations consider (a) the best ways and means of securing the fullest productive capacity in national and non-nationalized industries; (b) examine the machinery operating in their respective industries with a view to insuring the success of labour's economic plans.

Overseas Trading—Approving the Government's action in endeavouring to extend and increase trading relations with U.S.S.R. and other European countries.

Miss Florence Hancock, Chief Woman Officer of the Transport and General Workers' Union was elected President for the year 1947-48.

Index Numbers of Wage Rates in Canada, 1939 to 1946

WAGE rates in 1946 were 9.4 per cent higher than in 1945, according to the latest annual survey of wages and hours in Canada by the Research and Statistics Branch of the Department of Labour.

The accompanying table contains index numbers of wage rates by industries, and by main groups of industries, for the period 1939 to 1946. As the index is based on rates in the year 1939 as 100 the percentage increase in any of the years compared with 1939 may be determined by subtracting 100 from the index number for any industry or group shown in the table.

The general index or average for all industries was 55.2 per cent higher in 1946 than in 1939, and 9.4 per cent higher than in 1945. This compares with an increase from 1944 to 1945 of 2.8 per cent, of 3.1 per cent in 1944

over 1943, of 9.1 per cent in 1943 over 1942, of 8 to 9 per cent in each of the two preceding years, and of 3.9 per cent from 1939 to 1940.

In the main industrial groups the largest percentage increase in 1946 over 1945 was 11.4 per cent in Transportation and Communication. In the same comparison, the index for Manufacturing was higher by 10.2 per cent, the Construction index increased 9.8 per cent, Logging 9.2 per cent, Service (Laundries) 8.9 per cent and Mining 3.0 per cent.

Report No. 29, "Wage Rates and Hours of Labour in Canada, 1946", which contains average wage rates for the main occupations in many industries in addition to tables of index numbers, will be available in the near future as a supplement to the *LABOUR GAZETTE*.

INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1939-1946

(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943	1944	1945	1946
Logging	100	104.9	114.0	125.9	143.1	146.1	153.3	167.4
Logging, Eastern Canada.....	100	105.9	114.8	124.9	142.0	143.2	151.4	162.8
Logging, Western Canada.....	100	101.1	110.8	129.7	147.5	156.8	160.5	184.9
Mining	100	102.5	111.2	116.6	123.7	134.8	136.5	140.6
Coal mining.....	100	102.1	109.4	113.1	124.8	146.0	146.2	146.7
Metal mining.....	100	102.8	112.2	118.7	123.1	125.2	128.2	135.7
Metal mining, Quebec and Ontario.....	100	103.0	112.2	118.0	121.7	123.7	124.6	128.9
Metal mining, Manitoba.....	100	101.0	107.8	114.4	121.7	127.4	127.4	140.6
Metal mining, British Columbia..	100	102.7	113.7	123.0	128.7	132.1	141.9	159.0
Manufacturing	100	104.3	115.2	125.5	136.8	141.4	146.5	161.5
Primary textile products.....	100	107.5	119.0	127.8	140.4	146.0	151.5	165.6
Cotton yarn and cloth.....	100	109.6	123.8	128.1	136.6	139.1	148.7	161.6
Woollen yarn and cloth.....	100	107.6	120.1	136.6	152.8	160.3	163.5	183.1
Knitting—hosiery, underwear and outerwear.....	100	105.8	112.5	123.6	138.5	146.2	150.3	162.5
Rayon yarn and fabric.....	100	106.8	122.9	129.0	141.3	147.0	148.9	164.7
Clothing	100	105.3	118.0	129.0	139.3	144.3	156.3	176.2
Men's and boys' suits and overcoats.....	100	107.2	117.9	129.8	146.6	151.9	164.1	182.1
Work clothing.....	100	106.0	118.2	133.3	140.8	141.0	148.0	160.3
Women's and Misses' suits and coats.....	100	101.7	126.9	131.8	134.5	137.5	152.7	176.2
Dresses.....	100	106.1	118.8	127.5	133.2	138.9	152.5	179.2
Shirts.....	100	102.4	107.0	122.6	135.9	146.5	157.0	171.7
Rubber products	100	102.1	117.1	127.1	134.4	139.8	143.4	167.7
Pulp and its products	100	104.6	109.5	115.1	120.3	125.7	127.3	148.6
Pulp.....	100	108.1	114.4	124.0	128.6	135.3	136.3	162.8
Newsprint.....	100	103.7	107.7	109.6	115.4	119.6	120.9	137.3
Paper other than newsprint.....	100	103.4	107.5	113.2	120.1	124.7	126.8	147.0

INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1939-1946—*Con.*

(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943	1944	1945	1946
Paper boxes.....	100	102.9	115.5	123.9	128.9	133.1	138.5	151.6
Printing and publishing.....	100	101.7	105.8	110.0	113.7	116.3	118.5	127.3
Newspaper printing.....	100	101.3	105.5	108.3	112.5	116.5	119.1	125.7
Job printing and publishing.....	100	101.4	105.9	110.6	113.8	114.9	117.7	129.8
Lumber and its products.....	100	104.4	117.7	131.0	142.9	148.2	156.1	178.3
Sawmill products.....	100	105.0	115.0	130.7	143.8	148.7	157.5	184.8
Planing mills, sash, doors, etc....	100	105.0	120.0	123.7	134.9	139.4	147.2	161.2
Furniture.....	100	101.7	125.0	139.0	147.6	154.8	159.5	171.7
Edible plant products.....	100	102.9	115.0	122.5	130.0	134.2	139.4	153.0
Flour.....	100	103.1	113.9	121.5	133.3	135.0	139.2	153.1
Bread and cake.....	100	102.9	115.5	123.9	128.9	134.3	139.0	152.6
Biscuits.....	100	103.5	114.4	121.8	131.9	135.8	142.0	159.2
Confectionery.....	100	101.9	114.5	118.2	130.0	131.8	139.0	148.7
Fur products.....	100	105.3	113.7	121.7	127.3	130.5	140.5	150.7
Leather and its products.....	100	105.9	122.5	134.8	142.9	145.4	153.5	167.5
Leather tanning.....	100	104.5	119.5	133.9	148.9	156.8	167.0	181.1
Boots and shoes.....	100	106.2	123.2	135.0	141.7	142.6	150.1	164.0
Edible animal products (meat products).....	100	103.2	112.7	119.0	135.1	137.3	141.0	165.4
Iron and its products.....	100	102.7	112.9	125.6	138.8	142.6	148.2	159.6
Crude, rolled and forged products	100	101.5	108.1	122.2	135.5	143.5	149.1	170.6
Foundry and machine shop products.....	100	104.5	116.0	120.9	137.0	140.8	149.5	161.0
Machinery, engines, boilers, tanks, etc.....	100	105.0	116.2	129.7	141.7	147.9	147.3	155.8
Aircraft.....	100	99.0	109.5	122.7	134.0	138.7	148.7	154.6
Shipbuilding (steel ships).....	100	104.9	121.2	132.2	144.4	145.3	145.9	148.8
Motor vehicles.....	100	100.6	108.6	115.8	122.7	126.3	130.3	140.4
Motor vehicle parts and accessories.....	100	103.4	110.2	127.0	145.7	147.1	148.2	162.3
Stoves, furnaces, etc.....	100	104.5	115.6	131.0	143.5	149.5	155.4	163.5
Agricultural implements.....	100	105.1	117.6	136.7	151.9	155.8	157.5	178.5
Tobacco products.....	100	102.8	113.0	120.4	131.5	140.3	140.5	156.9
Beverages (brewery products).....	100	103.9	113.3	117.1	121.9	123.5	127.9	148.4
Electric current production and distribution.....	100	103.3	112.0	120.2	129.6	132.5	134.4	143.5
Electrical products.....	100	105.6	123.2	133.7	149.2	154.1	156.8	169.1
Construction.....	100	104.5	111.6	118.6	127.7	129.6	131.1	143.9
Transportation and Communication	100	101.3	109.7	116.4	127.0	128.0	128.8	143.5
Transportation.....	100	101.3	110.1	117.0	127.7	128.7	129.2	145.9
Water transportation (Inland and Coastal).....	100	105.2	113.3	125.8	138.8	142.2	144.6	162.3
Steam railways.....	100	100.0	109.4	114.8	125.5	125.5	125.5	142.3
Electric street railways.....	100	103.9	109.1	115.8	121.2	125.7	126.6	139.5
Communication—Telephone.....	100	101.3	106.4	112.0	121.9	122.4	125.6	125.2
Service—Laundries.....	100	105.4	110.5	116.5	127.3	128.9	135.4	147.5
GENERAL AVERAGE.....	100	103.9	113.1	122.5	133.7	137.9	141.8	155.2

International Labour Organization

Thirtieth Session of International Labour Conference

FOR its Thirtieth Session¹ held during June and July, 1947, the International Labour Conference for the first time since 1939 returned to the pre-war headquarters of the International Labour Organization at Geneva, Switzerland.

Delegates from forty-eight member states of the ILO took part in the work of the Conference. The majority of the delegations were tripartite, consisting of workers', employers', and government representatives.

The principal subjects under discussion were freedom of association and industrial relations, labour inspection, employment service organization, and social policy in dependent territories. The decisions of the Conference on these subjects were embodied in the form of six International Labour Conventions, two Recommendations, and a number of Resolutions. The Conference also debated the Report of the Director-General of the ILO, studied the way in which previously-adopted Conventions are being applied in the various member countries, considered financial and budgetary questions relating to the ILO, and reviewed its Standing Orders.

Canadian Delegation

The Canadian Government Delegates were Messrs. Paul-Emile Renaud, Charge d'Affaires *ad interim*, Berne, and Harry Hereford, Special Assistant to the Deputy Minister of Labour, assisted by Messrs. V. C. Phelan and J. A. McClelland of the Department of Labour as technical advisers.

Mr. Harry Taylor, Canadian National Carbon Co. Ltd., Toronto, was the Employers' Delegate, his advisers being Messrs. H. W. Macdonnell, Canadian Manufacturers' Association, G. V. V. Nicholls, Chamber of Commerce, and Allan C. Ross, Canadian Construction Association.

The Workers' Delegate was Mr. Carl E. Berg, Vice-President, Trades and Labour Congress of Canada, and his advisers were Messrs. William Page, United Brotherhood of Carpenters and Joiners, C. H. Millard, United

Steelworkers of America, and Alphonse Roberge, Canadian and Catholic Confederation of Labour.

The Hon. C. C. Williams, Minister of Labour, Saskatchewan, Mr. A. A. Heaps, Unemployment Insurance Commission, and Mr. W. L. Best, Railway Transportation Brotherhoods, who had been named to attend the Conference, were unable to be present.

Freedom of Association

The placing of "freedom of association and industrial relations" on the agenda of the Conference arose in an unusual fashion. The subject had been placed before the Economic and Social Council of the United Nations at its fourth session last March, by the World Federation of Trade Unions. At the same time, the American Federation of Labour had laid a memorandum on the question before the Council.

The Council's decision was to request the ILO to consider the question at its Conference in June, and to report back to the Council's fifth session.

In spite of the fact that the Council's request to the ILO was received only on April 18, the Office was able in a very brief period to prepare an excellent report on the whole problem of the right of workers and employers to organize and also to draft comprehensive and detailed texts for consideration by the Conference.

It was the general opinion of the Conference that freedom of association was perhaps the most important of the agenda items, for not only does the right of workers and employers to freely organize and to be represented in industrial matters by unfettered associations underlie the very principles of the International Labour Organization, but this was the first occasion upon which the United Nations had referred a question to the ILO as provided for in the agreement entered into by the two organizations less than one year previously.

The subject was referred to a Committee of the Conference, the main points developed during the deliberations being briefly as follows:

(1) Although all agreed upon the essential principle of freedom of association and more

¹ The Report of the Canadian Government Delegates on this meeting will be issued shortly as a supplement to the *LABOUR GAZETTE*. This article comprises a brief summary of the work of the Conference.

specifically, the rights of trade unions, there were many sharp differences as to the detailed significance of that principle, on its practical application, and on the wording to be used to express the views of the International Labour Organization. These differences invariably were between workers and employers with government members taking somewhat of a middle course.

(2) It was pointed out by more than one government member (including Canada's) that "freedom of association" was to be understood as being subject always to ordinary domestic laws in relation to public order. Government members, while admitting the desirability of not including this point at all appropriate locations in the text, insisted that this was the understood background—a view accepted by the Committee.

(3) It was stated before the Committee that in some countries today, legislative and administrative action hampers and interferes with the free right to organize. (The memorandum from the World Federation of Trade Unions speaks in the same vein.) No country or countries were specified however.

(4) The question of whether the "closed shop" agreement between employers and employees (or any other form of union security) is in violation of the principle of freedom of association, arose more than once in the discussions. Employers took the position emphatically that the "closed shop" is a species of coercion, and hence denies the right of a free choice to the individual. The workers strongly opposed this view, submitting that union security is a necessity to promote stability in industrial relations, and as well to protect the workers' organization from dissident minorities. In the outcome the majority of the government members supported the view that some degree of union membership security, when arrived at by free collective bargaining between representatives of workers and employers, is not in violation of the spirit of freedom of association, and this view finally prevailed.

(5) One further point pressed by the workers related to the setting up of some form of international machinery to supervise the establishment and maintenance of freedom of association in the various countries. This, it was admitted, raised issues of "great complexity and difficulty," involving for example, the sovereignty of states. A compromise proposal, advanced by the British Government member, was finally adopted. Specifically the British proposal was for a Resolution to be adopted by the Conference, requesting the Governing Body to study in all its aspects the question of international

machinery to supervise freedom of association, any such machinery to be under the International Labour Organization.

As a result of its discussions the Committee recommended that the Conference embark on a program under which the various questions will be considered at future Conferences, with a view to the adoption of a series of Conventions.

In accordance with the Committee's report, the Conference adopted a resolution setting forth general principles as to (1) freedom of association; and (2) protection of the right to organize and bargain collectively. It was considered that at the 1948 Conference one or several Conventions might be adopted embodying some of the principles in the resolution. However it was felt that questions of detail as to the application of the principles would require much fuller consideration. Accordingly it was agreed that the 1948 Conference would hold a "first discussion" of these questions of detail under the ILO's "double discussion" procedure, with a view to the possible adoption of Conventions at a future date.

The "double discussion" procedure was also invoked for the questions of collective agreements, conciliation and arbitration, and co-operation between the public authorities and employers' and workers' organizations.

As stated above, it was decided to refer the question of international machinery for safeguarding freedom of association to the Governing Body to examine its implications and to report back to the 1948 Conference.

Labour Inspection

On the subject of labour inspection the Conference adopted a Convention and two Recommendations. The Convention provides for a system of labour inspection in industry and commerce, the purpose of which, as defined by the Convention, is to enforce labour legislation relating to conditions of work and the protection of workers, to supply technical information and advice to employers and workers concerning the application of such legislation, and to report to the competent authority defects or abuses not specifically covered by existing law.

While stating that labour inspection should be under the supervision and control of a central authority, the Convention provides that "in the case of a federal state, the term 'central authority' may mean either a federal authority or a central authority of a federated unit".

Inspectors should have a status as public officials such as to be "independent of changes

of government and of improper external influences", according to the Convention. There should be a sufficient number of inspectors, adequately trained, and including the necessary number of technical experts. Workplaces should be inspected "as often and as thoroughly as is necessary to ensure the effective application of the relevant legal provisions". Inspectors should be free to enter a workplace without notice; to carry out necessary inquiries; to interrogate alone or in the presence of witnesses the employer or staff; to require the production of documents the keeping of which is required by law; to enforce the posting of notices; and to remove for purposes of analysis samples of materials used or handled, subject to notification. "On the occasion of an inspection visit, inspectors shall notify the employer or his representative of their presence, unless they consider that such a notification may be prejudicial to the performance of their duties."

In regard to enforcement, the Convention provides that inspectors (or the competent authorities) should be empowered to issue orders, subject to any right of appeal which may be provided by law, with a view to remedying defects observed in plant, layout or working methods which constitute a threat to health or safety. Violations would be punishable by legal proceedings.

The Convention specifies that inspectors should be bound not to reveal manufacturing or commercial secrets.

A member state which ratifies the Convention may by declaration exclude commerce from its application of the text.

The two Recommendations on labour inspection supplement the Convention. The first suggests the inspection of plans for new industrial and commercial undertakings, the collaboration of employers and workers on health and safety measures, and the standardization of annual inspection reports. The other recommends that governments extend the system of labour inspection to the mining and transport industries.

Several of the points in the Convention evoked considerable disagreement and close votes in the Conference Committee which dealt with labour inspection. The texts were finally adopted, however, by a record vote of 135 to 0.

Employment Service Organization

The subject of Employment Service Organization was given first discussion, and will again be on the agenda at the 1948 Conference.

The Conference adopted lists of points considered suitable for inclusion in a Convention and a Recommendation at the next session. These texts deal with the object, structure and functions of a national employment service, and make provision for international co-operation among employment services.

Briefly, the functions of the employment service are stated to be: assisting workers to find suitable jobs and employers to find suitable workers, with special note as to qualifications and training; facilitating occupational and geographical mobility; providing information on the employment market and its probable evolution, both nationally and in different industries and areas; co-operating in the administration of unemployment insurance; and assisting in social and economic planning aimed at ensuring a favourable employment situation.

Social Policy in Non-Metropolitan Territories

Five Conventions having to do with social conditions in dependent territories were adopted by the Conference. These dealt with social policy, the right of association and the settlement of labour disputes, labour inspectorates, the application of international labour standards, and the maximum length of contracts of employment of indigenous workers.

Budget

A budget for 1948 of \$4,449,295 was adopted. During the debate on this question, several speakers called attention to the fact that the Organization had its staff divided between Montreal and Geneva, and expressed the hope that a decision as to the permanent headquarters of the ILO would shortly be reached. This question was also discussed in the debate on the Director-General's report.

Re-admission of Austria

Austria, which had ceased to be a member of the ILO in 1938 following its incorporation into Germany, was re-admitted by the Conference by unanimous vote. Austria thus became the 53rd member country of the ILO.

The Director-General announced that El Salvador and the Philippine Republic had indicated their intention of joining the Organization.

He also informed the Conference that Yugoslavia had given the statutory two years' notice of its intention to withdraw from membership on the ground that "in the opinion of the Yugoslav Government the constitutional provisions and the structure of

the International Labour Organization have become incompatible with the economic and social conditions of the Federal People's Republic of Yugoslavia and do not reflect the general trends of development in those fields of development in the post-war world."

Relations with WFTU

The Director-General announced that a few weeks before the opening of the Conference the World Federation of Trade Unions had asked its Executive Committee "to study the conditions under which official relations may be established between the WFTU and the International Labour Organization."

Characterizing this as "a most welcome development," Mr. Phelan described the functions of the two organizations as follows: "The ILO and the WFTU are organizations which differ in character. The ILO is an organization of states. It makes no claim to be the spokesman of the labour movements of the world. It is for the trade unions themselves to organize the machinery through which they can make such collective representations to governments as they may deem desirable. The ILO is an official international instrument in which they have representation

and through which they can pursue the active realization of many of their aims.

"Thus, each has its own sphere of action; there can be neither rivalry nor conflict between them; but in many respects they have common aims and can strengthen one another. I am confident therefore that the discussions which are to take place will lead to a close and fruitful collaboration between them."

Economic and Social Council Approves ILO Report

A report embodying the decisions of the Conference on freedom of association was presented to the fifth session of the Economic and Social Council on August 8.

The Council, noting the report, decided to recognize the principles it contained and to request ILO to continue its efforts in order that one or several international conventions may be quickly adopted. The Council further resolved to transmit the report to the General Assembly, and stated that it awaited further reports on the subject from ILO and also in due course the report of the Commission on Human Rights regarding those aspects of the subject which might appropriately form part of the Bill or Declaration of Human Rights.

Sixth International Conference of Labour Statisticians, Montreal, August, 1947

AMONG the duties of the International Labour Office is one concerning "the collection and distribution of information on all subjects relating to the international adjustment of conditions of industrial life and labour". In this connection with the object of facilitating international comparisons in the field of labour statistics, the Office, working through its Governing Body, has convened six conferences of official statisticians engaged in the compilation of labour statistics in the member countries. The first five of these were held in 1923, 1925, 1926, 1931 and 1937. Among the topics placed on the agenda of these conferences were such subjects as: the classification of industries and occupations; statistics of wages and hours of work; statistics of industrial accidents; cost-of-living index numbers; unemployment statistics; international comparisons of real wages; methods of family budget inquiries; statistics of collective agreements; and statistics of industrial disputes. In each case resolutions were adopted embodying the conclusions of

the conference, and these serve as international standards for the guidance of national statisticians.

The Sixth International Conference of Labour Statisticians, held in Montreal, August 4-12, 1947, was attended by delegates from 23 countries, by representatives of the Governing Body of the International Labour Office and by representatives of the United Nations, the Food and Agricultural Organization of the United Nations, the International Civil Aviation Organization and the International Monetary Fund. Mr. Herbert Marshall (Canada) was elected Chairman of the Conference and Mr. Leon Delsinne (Belgium), Vice-Chairman.

In his opening remarks to the Conference, Mr. Jef Rens, Assistant Director-General, International Labour Office, pointed out that ten years had elapsed since the preceding conference. At no time since such sessions were inaugurated had such a long period elapsed between conferences. The past ten years had witnessed a major world war and the beginnings of its aftermath. Emphasis

upon problems of labour supply, the maintenance of full employment and the measurement of living costs, had never been so great. At the same time significant developments in collection and compilation techniques in the field of labour statistics had taken place in a number of countries. For these and other reasons the Sixth International Conference had before it a large and important agenda.

The main items on the agenda were: statistics of employment, unemployment and the labour force; statistics of cost of living; and statistics of industrial injuries. After the first plenary session, at which the election of officers and other preliminary business was conducted, the Conference continued its work in committee, the three main committees being concerned with the three chief items mentioned above.

The Committee on Employment, Unemployment and the Labour Force submitted a resolution (comprising 57 separate items) covering such topics as: sources of information, statistical methods (including principal definitions) types of statistics, methods and techniques and publication. Account was taken of the varying needs and resources of the different countries and a distinction drawn between those recommendations which were directed to all countries for immediate application, those which were directed specifically to the more industrially developed countries or to the less industrially developed countries, and those that were directed to all countries to be undertaken "as resources and facilities permit".

The Committee on Cost of Living submitted a main resolution (made up of 15 separate items) concerning such topics as: the objectives of a cost-of-living index; methods and techniques to be used; the possibility of providing separate index numbers for different economic and social groups, geographical areas and different family types; and a recommendation that, in order to promote understanding of the nature and uses of indices of retail prices charged a particular group, the term "cost-of-living index" should be replaced, in appropriate circumstances, by the term "price-of-living index", "cost-of-living-price index" or "consumer-price index".

The Committee on Statistics of Industrial Injuries dealt particularly with the method of measuring frequency and severity rates for industrial injury statistics. In particular agreement was reached on a standard definition of injury and standard methods of computation for frequency and severity rates in order to promote international comparability of these statistics. The main resolution dealing with these matters was made up of 11 separate items.

The Conference in final plenary session adopted, with very minor amendment, the resolutions worked out in committee. In addition, the Conference adopted sixteen other resolutions, most of them addressed to the Governing Body of the International Labour Office and relating to the future program of the Office in the field of labour statistics.

Standard Hours in Australia Reduced to Forty Award of Commonwealth Court of Conciliation and Arbitration

THE 40-hour week will be the standard work-week in a large part of Australian industry beginning January 1 next. This was the decision of the Commonwealth Court of Conciliation and Arbitration on September 8. The Full Bench of three Members agreed that the standard weekly hours should be reduced to 40 from the 44 granted by the Court in 1927.

The Commonwealth Court is empowered to deal with any labour dispute, or any situation likely to give rise to a dispute, which extends beyond the bounds of any one State. In order to prevent or settle a dispute, the Court may make an award determining the standard hours of work, the basic wage or the principles on which it is to be computed, the period of annual holidays with pay, or the minimum rate of wages for adult women.

During the war, the Court was given power to declare, after hearings, an award, or any term of an award, which applied to part of an industry, to be a common rule throughout the industry.

An increase in the basic wage was asked for by the Commonwealth Government on October 31, 1946, and on December 13 the Court awarded an interim increase of 7s. per week. On March 19, 1947, it was decided to proceed with the Standard Hours case alone, leaving the final award on the Basic Wage for later consideration.

The Court held 158 sittings, heard 225 witnesses, and received almost 500 exhibits. The transcript of proceedings totalled 8,875 pages.

The 40-hour-week award applies to all industries which had awards or disputes before

the Court but it does not affect rural industries. Neither, the Court pointed out, will the award affect production in many industries such as coal, pig iron, steel, electric industries and others already operating on a 40-hour week. In New South Wales, there has been a general statutory 40-hour week since July 1, 1947.

All awards affected by the new decision must be amended to empower an employer to require "reasonable overtime at overtime rates", to forbid any organization, which is party to an award, to be a party to or concerned in any limitation on such overtime working, and to stipulate that these provisions are to remain in effect until otherwise determined by another award or order under the Act.

Beginning with an application by the Printing Industry Employees' Union in October, 1945, for a variation of the Commercial Printing award in respect of standard hours of work, proceedings before the Commonwealth Court were given a wider import by the intervention in the public interest of the Commonwealth Attorney-General, the subsequent application for a 40-hour week by the Australasian Council of Trade Unions on behalf of 37 unions, the Australian Workers' Union and by many other unions, and by the fact that, in addition to the Commonwealth Government, the Governments of four States, New South Wales, Victoria, Queensland and Tasmania, became parties to the proceedings and pressed the Court to grant a 40-hour week. Western Australia left the matter to the Court but expressed disapproval of the introduction of the measure at the present time; South Australia approved the principle of greater leisure but opposed its immediate application.

As regards the Commonwealth Government, its spokesman reported to the Court—

after full consideration of all the material which has been placed before the Court, the Commonwealth's view is that the evidence given warrants the granting of a 40-hour week.

On behalf of the Governments of Victoria, New South Wales and Tasmania, it was stated:

Their duty is to their citizens whose well-being appears to them to demand their active support of the application of a 40-hour week, which in their considered view is a desirable social reform, which can and should be introduced immediately.

For Queensland, it was declared:

That the national economy, the buoyancy of national revenue, the high level of productivity, the favourable export trade and

markets, and the present and prospective prosperity of the nation are favourable to the immediate granting by the Commonwealth Court of Conciliation and Arbitration of a standard working week of 40 hours; and

That the introduction of a 40-hour week should be granted in the interests of the community and of industrial contentment and security.

As to the employers' case, the judgment refers to their "historic role" of opposing the workers' claims to increased leisure but—

history has invariably proved the forebodings of employers to be unfounded. . . . The gravamen of the employers' case is that circumstances are not appropriate and the time not proper for any reduction in present standards of working hours.

Approval of the principle of the 40-hour week by the four Judges of the Court then sitting was announced on October 30, 1946. The Court normally has five Members, but the death of one and illness of another left only three Members to continue the case.

In its judgment, the Court pointed out that it had to consult the interests of the parties and the national welfare:

The problem includes social, economic, political (in the wide sense) and international matters, and the factors involved include production and productivity, costs and prices, the state of the internal economy, the economic relationship of classes, the relative validity of the claims for leisure and for goods, the right of the people to determine these issues democratically, the relative position of the States and Commonwealth, and the development of the national undertakings . . . we are required to weigh the imponderable, to compare incomparables, to measure what has no measure, and to reduce to certainty what is basically a matter of assumption, hypothesis and speculation.

Further,

It is a commonplace of Australian industrial law that the limit of the constitutional power of the Court is to settle these disputes each within its ambit, and the ultimate judgment will in fact settle these particular disputes, and do no more. But we know, as a matter of practical fact, that it will in the long run lead to uniform standard hours throughout Australia. The responsibility of this onerous task does not properly belong to this Court. It is bound only to settle the dispute. It is something additional that State Legislatures and State industrial tribunals make its decisions in these disputes the bases of industrial determinations. . . .

The evolution of this Court from an industrial tribunal limited to the particular task in each case, to an institution having in effect wide legislative powers, is an interesting one which some one will one day explore. This legislative power is so great indeed as to occupy a field from which the Federal Parliament is excluded; so paramount as to override in appropriate cases

the State legislation, and so vital as to make the law for Australians in that realm which touches them most closely and intimately, viz., their industrial relations filling half the waking hours of their working days. It is a matter of striking comment that in a democracy so much responsibility and so much legislative power should be imposed on and entrusted to three men appointed for life and beyond the reach of the popular will.

It is clear, however, that the popular will if it could be ascertained is, in a fundamental question of this kind, a matter which this Court should not ignore, if for no other reason than that any vital frustration of it might quite well work out in lowered industrial effort and a falling productivity and production, while on the other hand . . . the fulfilment of that will might operate as a stimulus to better effort. The facts therefore that four States (i.e. New South Wales, Victoria, Queensland and Tasmania which include the greatest both in population and economic activity) and the Commonwealth have become parties to these proceedings and have pressed the Court to settle all these disputes by granting forthwith a forty-hour week in each case are matters of the greatest import. . . .

No Government, State or Federal, either in its capacity as Government or as employer respondent opposed the claim for shorter hours . . . it is of course very obvious that the New South Wales Act [1947] did alter very materially economic and political factors and did, during the hearing of the case, present this Court with a *fait accompli* in relation to a substantial section of its industry and to that extent did affect the freedom with which the Court might otherwise have acted. We have, as is proper, weighed these facts and they form part of the bases of our judgment.

The Court is pressed by the workers and the four Governments to apply the principle enunciated by it on 30th October last fully and forthwith on the ground that this is the only adequate way of settling these disputes. For this working class claim has been and is the basis of industrial dispute and unrest and will go on being so. No realist for a minute thinks that a rejection by the Court in these cases would bring about industrial harmony or would abate for an instant the demand for the shorter week. History has shown how persistent in the past have been such claims. There is no reason to suspect that the future will differ. The claim is expressive of a world movement sanctioned by the International Labour Organization* and already achieved in some countries. It is, we are assured by responsible leaders of the claimants, a claim justified at this moment by hopes held by the workers based, they say, on promises given during the war when workers ungrudgingly worked long hours; that when the war ended this desirable social reform would be achieved.

Considering the scarcity of commodities and the need for production, the Court reviewed

the evidence, including favourable opinions of Commonwealth economists and statisticians:

We are told there are shortages of almost all commodities. . . . There is a huge building lag. Repairs, replacements, renovations and all kinds of depreciation of public and private buildings are gravely in arrear. There is a great shortage of houses. There is, and perhaps more significantly, a substantial shortage of labour power in almost all industries. There are markets internal and external crying out for satisfaction and providing Australia with an undreamed of opportunity for laying the basis of a wide profitable foreign trade.

This then, it is said, is a time for lower costs, not higher. The peoples of the old world and elsewhere too are starving and short of clothes and shelter. Hence this is not a time when we should look on at that mass distress and enjoy an added leisure. Particularly as the present hours do not, generally speaking, involve any damage to health or well-being. We are further told that production and productivity are down, that our material standards are in jeopardy, that with a huge purchasing power in their hands consumers are frustrated when supplies are denied. In short, it is urged this is no time to let up. It is the time par excellence for more and more production . . .

A formidable list, and to many minds an unanswerable one, but answers have been made and must be weighed—a wrong word perhaps since many of them are imponderables but at least they must be considered and adjudged. For example, how shall we estimate the economic value of industrial contentment? How shall we measure the human value of it? How far is the shorter week a step on the road to that co-operation of the forces of production which is so desirable? How shall we set the family aspects of this increased leisure against a foreign trade or the claims of our people against those of other countries? Yet all these are factors which do enter into the fabric of one's mind and ultimately issue forth in judgment.

Most if not all of the opponents to the granting of the forty hours immediately, based their opposition on these "shortages." Employers do not fear the increased prices—they will be passed on—as for the investor, he will still get his dividends . . .

It is clear that this is the real problem at this moment, and has given us of all the matters raised in this long hearing, the greatest concern.

Explanations of these shortages are easy enough; the war and the diversion of our resources to that supremely wasteful enterprise, the accumulated housing shortage never overtaken since the 1930 depression, progress in the conception of what constitutes adequate housing, the fall in the birth rate during the depression which now results in fewer young people of employable age which aggravates the labour shortage. The enormous increase in purchasing power in the hands of the community . . . The disorganization of the economy due to the transition from war to peace. The unsettlement of the workers after a war. The loss of six years in training of our labour force. The greatly increased marriage rate which took many women out of industry and

* Reference is to 1935 International Labour Convention approving the principle of 40-hour week and appropriate measures to apply it.

put them in the market for homes. The fact that shortages are a relative matter—a relation between supply and demand—and there has been a greatly enhanced demand without a corresponding increase in supply. The wasteful results of bottle-necks and uneven flow of goods. Many other explanations of a general character were offered while each industry had its own special explanations.

There will always be shortages in the relative sense if we maintain full employment which of necessary implication postulates demands still unsatisfied, and so shortages . . .

It is a matter of some significance that responsible governments covering most of Australia do not regard the shortages, even housing, as a reason for either refusing or postponing this claim, and our order will be found to make provision which amongst other things will enable existing hours in housing production to be maintained so long as is necessary.

Many of the shortages discussed in employer evidence are traceable back in the last analyses to the shortage of coal. Nothing we do in this judgment will affect coal production. The miners do not work forty hours a week and the New South Wales employees not covered by Federal awards are already working forty hours.

As to the timing of the hours reduction, it seemed to this Court,—

as it seemed to this Court when it dealt with this problem before in 1926 so clear as to be beyond any cavil that the appropriate time to add burdens to industry or, from another angle, to give ourselves added benefits, is when industry is booming and when nature is bountiful. All the economists of both sides agree that never in our history have all the factors been so favourable, nor is it easy to conceive them ever being more favourable.

Business interests are not worse off because there continues to be an unsatisfied demand both internally and overseas, however much they may feel aggrieved by the inability to meet this demand, and when pressed in cross-examination managers agreed that they could better cope with an added burden when business was booming than when curtailment was necessary in an incipient depression.

Some comment was made on the waste of time and lack of discipline in industry as a result of the war:

Wartime conditions had very great physical and psychological effects upon industry; both management and workers were affected. Managerial laxity arose out of cost-plus methods, the continued existence of a sellers' market and the necessity of production "at all costs." Easy profits and such factors greatly affected factory discipline for which management is responsible. And the Manpower Regulations under which labour was controlled and directed, the security of jobs, the long hours and high wages which resulted from much overtime and full family work, tended also to affect the output per man-hour of the workers. Laxities then permitted are now grown into habits, but they can be overcome. It is easy to believe that the minutes lost by late arrival and early knocking off; by early stopping and late starting at the morn-

ing, midday and afternoon breaks, by unnecessary absences, by lax work and inattention at machines, might, if recovered by a mutual determination to do better, very substantially mitigate and perhaps even obviate loss of production. Forty hours work might easily equal 44 hours of the kind of work and management we have in our actual experience witnessed. Reasonable discipline therefore is essential and unions and employers owe a duty to the community to secure it.

The Court's order in this case establishes a new industrial relation and implies that a full 40 hours should be worked in every case, less only prescribed or agreed upon remissions. Awards should be drawn to give full effect to this and to make clear that *pro rata* reductions of pay may be made for unauthorized omissions.

The resiliency of industry was noted, the gains made in mechanization, equipment, technical knowledge and skill, and for the first time in the history of capitalism,

full employment and, what is more important, the promise that it will be continued indefinitely. . . .

So that we conclude that the loss of production may quite well be less than anticipated, might easily be mitigated, and might be rapidly caught up as indeed New Zealand's experience confirms when, after a 40-hour week was implemented in 1936, its production and productivity both increased.

As regards the added burden on State undertakings, particularly railways, the judgment states:

in fact the price and wage rises which have taken place have already done so, and to such extent that in some cases the added costs have been taken up in increased charges for the services provided. Some of these undertakings had passed through a period of financial prosperity during the war, but were now showing substantial deficits which would not be overcome without an adjustment of freights and fares. Nor should it be overlooked that the depreciation of money in effect amounted to a reduction of freights and fares, so that an increase of them is in fact restoring their real level.

It is clear that whether or not 40 hours is granted, most if not all will have to fall into line or show balance sheet losses. On the other hand, some of these undertakings such as the Victorian State Electricity Commission; Melbourne and Metropolitan Tramways Board; Victorian Country Roads Board, Melbourne Harbour Trust, Melbourne and Metropolitan Board of Works, and others, indicated that they would be able to handle the financial burden without undue difficulty. . . .

If we are satisfied that the national economy can stand the burden, then it seems to us proper that the States and Commonwealth should be left to work out their own financial policy.

If on the other hand the added costs lead to greater efficiency and economy then the community is advantaged.

We were, at one stage in these proceedings, before the attitude of the Commonwealth

was made as clear as it is now, gravely concerned about the burden which a 40-hour week would impose upon all these Governmental and *quasi* Governmental undertakings, but the position has been greatly eased by the final statement made . . . for the Commonwealth.

Foreign competition presented a difficult problem. But the opinion was that

having regard to our rate of exchange and the relative international value of our money it may be desirable to increase prices in Australia.

We have noticed the disparity of working hours in other countries, shorter in United States of America and New Zealand and at least nominally shorter in France; falling steadily in England; longer in Sweden and Denmark, Holland, Belgium, with Russia almost an unknown quantity. Nothing that we have concluded from our study of these matters has suggested to us that we should refuse to make the order which follows.

Australia has a huge unsatisfied internal market for most commodities and is not with its present shortage of manpower able yet to undertake both the satisfaction of its internal market and a full foreign trade. While the great expansion of our industrial undertakings already referred to makes it clear that foreign competition is not thought by industrialists to be a present menace.

Other factors weighed by the Court were those affecting the balance of trade, distribution of the national income, savings, the rigidity of the Australian wage system, and the effect of the decision. It concluded thus:

What the Court has done in this decision is, as the employers have indicated, to make

a major social judgment which will have very great and important consequences. A decision the other way would also be an important social judgment. It has involved tremendous preparation. We have had all the assistance with which the best minds could provide us. For the use we make of it, ours is the responsibility, and it is trite to admit that we feel it very heavily. One comfort however remains, that is, if experience shows that we have erred, and contrary to our best judgment the economy does suffer, or, if because of unforeseen world conditions unanticipated results threaten us, then the Court can take such necessary steps as will best protect and preserve our community against any such untoward possibilities.

Nothing in this judgment is to be taken as a reason or an argument for the reduction of standard hours in industries where the weekly hours are already forty or less per week. These industries call for special consideration which has not been undertaken in these proceedings.

Our task is finished; the future will be watched with concern and interest; the economy is in a period of transition and of major change and development. This Court has, in its recent decision on wages and conditions, varied greatly the benefits and burdens of wage-payers and wage-receivers and the play of economic forces. Perhaps this decision completes what can safely be done for the time being and for the immediate future; the economy must now be allowed to digest and assimilate all these changes and will of course be closely and continuously under observation by the Court and by the Office of Economic and Industrial Research to be set up in terms of Section 81AA of the Commonwealth Conciliation and Arbitration Act 1904-47.

Incidence of Neurosis among Factory Workers

A REPORT entitled *The Incidence of Neurosis Among Factory Workers*, prepared by the Industrial Health Research Board of the United Kingdom Medical Research Board of the United Kingdom Medical Research Council, has been issued by His Majesty's Stationery Office, London.

Containing the findings of a team of research workers headed by Dr. Russell Fraser, which studied over 3,000 male and female workers selected at random from a number of light and medium engineering factories in and around Birmingham, the report indicates that neurotic illness is responsible for a considerable amount of absence from work.

The survey found that 10 per cent of the workers studied (9 per cent of the men and 13 per cent of the women) had suffered from "definite and disabling neurotic illness," and a further 20 per cent (19 per cent of the men and 23 per cent of the women) from "minor forms of neurosis" during the course of six months. "Neurotic illness caused between a

quarter and a third of all absence from work due to illness," being responsible for "a loss equivalent to an annual absence of three working days by every man studied and of six days by every woman."

The term "neurosis" is used in the report to cover "any psychological or mental illness . . . it includes anxiety states, mild depressive states, obsessional states, hysteria, and also the few instances of psychosis which were discovered." The term "definite neurosis" includes "only those disorders which were clearly illnesses both in the doctor's and in the patient's opinion, and which were clearly neurotic in nature and also disabling—nearly always they had caused absence from work." Psychosomatic illnesses, and neurotic disorders of less degree, are included under the term "minor neurosis."

Each individual studied underwent intelligence tests, an interview by a social worker and a full psychiatric assessment by one of the three physicians taking part in the sur-

vey; also a number of special investigations and, where necessary, a full physical examination.

Circumstances Associated with Neurosis

"Workers who had considerable domestic responsibility without excessive hours of duty at the factory or elsewhere (under 75 hours a week), experience less than the average amount of neurosis," the report found; "the same was true of those with a wide range of human contacts, and of those with a job that they liked. This is understandable since they were satisfying some common human aspirations and needs. Mere freedom from any source of worry appeared by comparison to be of little moment; though the small group with considerable sources of worry, such as those due to separation from close friends or to illness among relatives, had more neurosis than the rest. . . .

"A decrease in social contacts was the circumstances most commonly associated with neurosis. Those whose leisure was usually spent alone, or only with their immediate family, suffered more than average neurosis, whether their contacts were reduced because of solitary interests, restrictions imposed by home duties, or other reasons. To a lesser degree, those with diminished recreation and leisure interests, also suffered from a higher incidence of neurosis than the average.

"Neurosis was more frequent among groups whose domestic circumstances could be regarded as unsatisfactory, for example, those widowed or separated, and married women with partial home duties (i.e. with either housework or the care of children, but not both). This group of married women had poorer health, probably because it included most of those whose homes had been disrupted by the war. On the other hand, the married women with full home duties (both housework and the care of children) had experienced better health than the other married women and as good health as the single women, though they had been more frequently absent from work. Evidently wartime factory hours are unsuitable for married women with full home duties, but with shortened hours such women may be efficient and healthy factory workers.

"It is clear, therefore, that the circumstances outside the factory, which were associated with a high incidence of neurosis, are characterized by unsatisfactory human relationships. The more obviously unsatisfactory the human relationships, the closer the association.

"There were also some indications that fatigue may contribute to the development of neurosis. Neurotic illness (unlike physical illness) was more frequent among those

usually working long hours of duty (over 75 hours a week). Complaints of excessive fatigue were also more common among those suffering from other types of illness. Those whose diet had been least adequate had also suffered more neurosis, possibly because, *inter alia*, they had lessened resistance to the prevailing causes of fatigue. Only among the men did some of the work demand heavy exertion, and, in them, the heaviest work was associated with more physical illness. In other types of work, such as heavy engineering, purely physical fatigue may be more important.

Nature of Worker's Job

"The nature of the worker's job was found—as might be expected—to be relevant to the incidence of neurosis. Neurosis was more frequent among those who disliked their jobs or found them boring. While in some instances these attitudes may have arisen from a neurosis due to other causes, it is improbable that this was the whole explanation. Evidence was obtained which indicated some of the factors underlying these attitudes. Boredom and dissatisfaction with the job were more frequent among those whose work required less skill than that appropriate to their intelligence.

"From analysis of the workers' opinions concerning the main strain of their jobs, it emerged that unsatisfactory working conditions, boredom or monotony, and eye-strain were the most common factors mentioned—and these may well have contributed to the development of neurosis. Neurosis was also more frequent in association with certain types of job, mainly those which would tend to produce a trying monotony and those involving very light or sedentary work.

"The association between the incidence of neurosis and the type of work was examined among workers with a good record of previous health (i.e.) those whose jobs had not been chosen because of health reasons). Those on assembly, bench, inspection or toolroom work suffered more neurosis than those on other types of work. This was probably due to the degree of close attention required, for neurosis was also more frequent than usual among all those on jobs assessed as requiring constant attention, particularly when little scope was offered for initiative or technical responsibility. Neurosis was also more frequent among those whose job program involved little variety."

"It would, however, be an error to suppose that all repetition work need be monotonous. Indeed, neurosis was not more frequent among those on machine work or on repetition work

than among the rest; there may, therefore, be no reason to expect detrimental effects on mental health from the further extension of such types of work, provided care is taken in the design of jobs. Many of the tasks in engineering factories have been sufficiently mechanized to eliminate undue physical effort, but less attention has been paid to making them satisfying and manageable in other respects. It may be less important to make jobs 'fool-proof' than to design them so that they will not be disliked, found boring, nor demand long periods of close attention to unvarying detail. The period during which constant and unvarying attention is required might be broken up by further mechanization of some of these trying aspects, or by a more flexible distribution of tasks. More variety, and scope for initiative and interest, could be introduced without any fundamental alteration of production programs."

"Clearly, many other aspects of the working environment, as well as the nature of the job, may determine whether work is found satisfying and interesting, and so affect the development of neurosis. Thus, poor lighting, which tends to make the task a strain and its environment gloomy, was associated with an increase of neurosis. Further, since unsatisfactory human relationships outside the factory are associated with a high incidence of neurosis, it is probable that the nature of the human environment within the factory may influence the amount of neurosis. The

human relations within a factory can have an important influence on output (*Roethlisberger and Dickson*, 1939), and they are likely to have at least an equal influence on the health of the worker. . . .

Conclusions

"It was not the purpose, nor the outcome, of this inquiry to show how neurotic illness can best be alleviated. It is, however, implicit in many of the findings that measures tantamount to good welfare and social work, both within and outside the factory, would be beneficial in alleviating and preventing neurosis, as would also, presumably, more extensive facilities for the medical treatment of neurotic illness than were available during the war. The main findings of the inquiry are, however, clear: 10 per cent of the workers studied suffered from definite or disabling neurotic illness; neurosis caused between a quarter and a third of the absence from work due to illness; and certain features in the individual workers or in their environment were associated with a varying incidence of neurosis. Although the sample was probably as representative as practicable in such a study, the sampling limitations leave uncertain the extent to which these findings may be generally applicable."

The report contains a full statement of the methods used in the survey, a detailed analysis of the results, and a number of illustrative case histories.

Paid Vacations and Sick Leave in United States

RAPID growth in the practice of granting paid vacations in United States industry is noted in an article in the September issue of the *Monthly Labour Review* of the United States Department of Labour, entitled "Paid Vacations and Sick Leave, 1945-1946."

The article, prepared by the Bureau of Labour Statistics, states that about 3 out of 4 manufacturing establishments, by 1945-46, had formal paid vacation plans for plant workers after a year's service, and almost 9 out of 10 provided paid vacations for office workers with similar length of service. Formal plans for paid sick leave were, however, uncommon for both classes of workers.

Typically, plant workers received one-week vacations with pay after a year's employment; office workers were allowed two-week vacations in more than two-fifths of the establishments with vacation plans. For the machinery industries, available information showed that after

5 years' service, two-week vacations were most common for plant as well as office workers.

Progress Since 1937

In 1937, paid vacations for plant workers were provided by only 1 in 4 manufacturing establishments. The report notes that "even at that time, however, about 8 out of 10 establishments granted vacations with pay to office and other salaried workers." Rapid expansion of paid vacation plans was made during the war years. Under wartime wage stabilization, the National War Labour Board developed a paid vacation policy under which virtually automatic approval was given to the voluntary introduction of paid vacations, limited to 1 week after a year's employment and 2 weeks after 5 years.

There has been a rapid increase in the number of collective agreements providing vaca-

tions. In 1944, 85 per cent of all workers under union agreement were entitled to paid vacations, as compared with about 25 per cent in 1940.

Data for the analysis of paid vacations in industry were collected as part of the Bureau of Labour Statistics' general wage surveys of 56 manufacturing and 7 non-manufacturing industries. Reports were received from 34,000 establishments in manufacturing which together employed 5½ million workers, more than a third of the entire manufacturing labour force in the country. The non-manufacturing industries included 19,000 establishments with 1,300,000 employees.

Although the coverage of manufacturing industries is sufficiently large and representative to provide a rough picture of vacation and sick-leave practices in manufacturing as a whole, the article notes that the individual studies were made primarily to provide data for individual industries. Such important manufacturing industries as basic iron and steel, lumber, printing, meat packing, and rubber were not studied. The small coverage of non-manufacturing industries does not permit any generalization for non-manufacturing as a whole.

Plans by Industry

Formal vacation plans tended to be most common in industries with large operation units and high wage rates. Within the individual industries, paid vacations were most frequently provided in large unionized establishments.

Among the major manufacturing groups, the available data indicated that the chemical industries provided vacations most commonly after 1 year's service and also tended to furnish the longest vacations. The metal-working industries granted vacations somewhat less

frequently than other industry groups but there was considerable variation among the separate industries within this group. The apparel trades ranked high in paid vacations for plant workers but provided somewhat shorter vacations for office employees than did the other industries studied.

Available data showed that among the non-manufacturing industries vacations for both plant and office workers after 1 year's service were provided by almost all department, clothing, and limited-price variety stores and electric light and power systems. On the other hand, less than half of the power laundries and under three-fourths of the warehousing firms reported such plans for plant workers.

Office workers were granted paid vacations by 7 out of 10 power laundries and 9 out of 10 warehouse establishments.

Electric light and power was the only industry in which a two-week vacation after a year's service was more common than one week for plant workers. Among office workers, the two-week period was more frequent than one week in the chemical industries and the electric utility industries.

Sick Leave

Less than 3 per cent of the manufacturing establishments studied had formal plans for paid sick leave. More than 8 per cent, however, granted sick leave for office workers. Chemical industries led the manufacturing group in sick-leave plans and also differed in providing such leave more frequently for plant than for office workers. Sick leave was provided more frequently in non-manufacturing than in manufacturing. More than half of the electric light and power systems and a third of all retail stores studied had plans in operation in 1945 and 1946.

Regulation of Industrial Homework in New York State

THE ultimate purpose of all homework regulations in New York State is to abolish the practice and replace homeworkers by factory workers. An outline of the conditions of labour and economics of homework in the State, as well as its regulation, is contained in the New York Department of Labour's *Industrial Bulletin*, July, 1947.

Homework, the Department believes, has resulted in low wages, long hours, child labour, and unhygienic homes. It constitutes, too, in its opinion, a form of unfair competition with

factory work. Although the latter is considerably more efficient, homework has persisted because of the lower wages paid.

State legislation has been in force since 1921. A 1934 law followed the regulation of homework under the National Industrial Recovery Act, 1933. In 1935 a new Homework Law was passed, requiring permits for firms distributing homework and certificates allowing work to be done in the home. The Act empowers the State Industrial Commissioner to determine the industries in which homework

may be permitted. In all other industries homework is forbidden unless expressly permitted in writing by the Commissioner. In 1945 a General Homework Order held the number of homeworkers allowed to the 1945 level. Special Orders apply to Men's and Boy's Outer Clothing, Neckwear, Artificial Flowers and Feathers, and Gloves.

Under the General Order no firm is permitted to have more homeworkers than it legally employed in 1945, and, in order to distribute homework the firm has to maintain a factory in which one or more persons are employed. In the industries covered by special Orders, a permit for homework can be given only to a person unable to work in a factory because of physical disability, old age or the necessity of caring for an invalid. The State Commissioner reports that a considerable increase in the earnings of homeworkers has been achieved by requiring the same rate to be paid for similar work, whether done at home or in the factory.

During the 18-month period ending December, 1946, there was a drop of 55 per cent in the number of persons authorized to work in their homes and a simultaneous decrease of 33 per cent in the number of firms distributing homework.

The first anti-homework Bill passed in New York State went on the statute books in 1884. It was declared unconstitutional on the ground that "it was not a public health measure, that it was discriminatory, and that, in passing it, the Legislature had exceeded its police power and interfered unduly with the use of private property." No further direct legislative measures were attempted for nearly fifty years. Successive amendments to the Factory Act, however, achieved the abolition of tenement sweatshops maintained in living quarters and, later, the regulation of homework in any other part of tenements or dwelling houses. This was part of the anti-sweating legislation which aimed at adequate sanitation standards and the protection of the consuming public, stressing the improvement of physical surroundings more than actual working conditions. By 1906 the manufacture of 41 articles by homeworkers living in tenement houses had been regulated in this way. In 1923 the responsibility for homework regulation was transferred to the Bureau of Women in Industry of the Department of Labour since most homeworkers were women and children.

From the beginning of the century, certain collective agreements, for example in the clothing industry, have prohibited homework. The regulation of homework in Europe has been carried on largely through minimum-wage

legislation; wage boards have set homeworkers' wages which have raised earnings to the factory level.

In the United States, a direct control was exercised through the codes of fair competition adopted by 118 of the 556 industries which drew up codes under the National Industrial Recovery Act, 1933. Eighty-six per cent of these 118 codes prohibited homework entirely. This set a pattern for the State Legislatures, and six of them passed acts between 1935 and 1940 based on a "Model Bill" recommended by the International Association of Governmental Labour Officials of the United States and Canada.

The IAGLO recommended a legislative program for the regulation of homework in 1926. Ten years later the Association drew up a draft State law. Under this draft Bill, homework would be prohibited in the manufacture of articles of food or drink, wearing apparel for infants or children ten years of age or under, toys and dolls, tobacco, drugs and poisons, sanitary goods, explosives and articles which are dangerous to handle. An investigation might be conducted by the State Commissioner into any industry to determine whether the wages and working conditions were injurious to the health and welfare of the workers and whether they were likely to render unduly difficult the observance and enforcement of legally established labour standards. If such should be the case, the Commissioner was to order the discontinuance of all homework in the industry, but only after public hearings at which interested parties would be heard. An investigation was to be conducted on petition for such action by fifty or more residents of the State. Every employer and employer's agent in the State would be required to procure from the Commissioner an employer's permit for letting out homework. Every contractor would have to procure from the same source a contractor's permit. Every industrial homeworker must possess a homeworker's certificate, and no certificate would be issued to persons under the statutory minimum age for factory employment or persons suffering from a communicable or infectious disease. Each employer and employer's agent in the State were to be required to pay quarterly an excise tax for each homeworker to whom materials have been sent during the preceding quarter. This would tend to equalize what is regarded as the unfair financial advantage of employers of industrial homeworkers. It would also provide a fund for payment of the costs of inspection, etc.

A later development in the regulation of homework was through the federal Fair Labour Standards Act, 1938. This Act applies to homeworkers exactly as it applies to all other workers engaged in interstate commerce or in the production of goods for shipment across State boundaries. Homeworkers must be paid at the present minimum rate of 40 cents an hour with time and one-half for all hours over 40 in a week, and children under 16 may not perform such work.

Since homeworkers are outside the direct supervision of the employer, they must each maintain records of time spent and work done for the employer in the homework hand-books

which must be secured for them by the employer from the federal administrator. From the data thus obtained, the employer secures the information he must maintain available for inspection in his payroll and other records covering homeworkers.

Of the Industry Committees established under this Act to make wage-orders for their industries, at least seven prohibited homework except in special circumstances where unusual hardship would result to the work. These were for jewellery, women's apparel, gloves and mittens, knitted outerwear, buttons and buckles, handkerchiefs, and embroideries.

Belgian National Conference of Labour

A RECENT issue of *Review de Travail* of the Belgian Department of Labour and Social Insurance describes a meeting held in June of the National Conference of Labour, an organization comprising representatives of management, labour and government which in the post-war period has dealt with a number of urgent problems.

Among the resolutions taken at the meeting were several dealing with price control. The Conference re-affirmed its support of the price policy practised since the liberation and stated that "payment of work can be evaluated only by a decrease in the cost-of-living." An appeal was made to the patriotism of the nation in co-operating with the government directives concerning price control. The government was commended for its decision not to authorize any price increases without previously conferring with the commission regulating prices.

Notice was taken of research carried on to establish a cost-of-living index which would take into consideration the needs of workers. Other Conference decisions were that the government should publish a detailed index of the cost price and a parallel index of the selling price in retail trade and should concentrate its efforts on reducing the price of certain household articles and services. An increase in production was called for as a means of improving the standard of living.

Agreement was voiced to the inauguration of a central economic council, labour-management councils in industry, and industry councils. Another important result, states the article, was the signing of "an agreement dealing with the status of unions in industry" by the representatives of management and labour.

The preamble of this agreement states: "Labour recognizes the necessity of the authority of management and promises to work conscientiously, while employers recognize the dignity of labour and will not interfere in its free association and development." The employer organizations promised to recommend to their members not to interfere with the organizing of their workers and not to grant non-organized workers benefits not given to organized labour. The principle of union recognition was also established.

The representatives of Belgian labour at the Conference promised to request their affiliated bodies to exclude from trade union literature "any matter not conforming to the present agreement." The right of labour representatives to see the employer in regard to trade union rights, collective agreements, rates of salary and rules of classification, and the application of social legislation and regulations within the establishment, was also affirmed.

Finally, the Conference requested the industry Councils to specify as soon as possible the method of election and number of members of a union delegation, the duration of the mandate and under what conditions it may be terminated, and measures to prevent strikes and lockouts.

The present agreement can be terminated only with six months' notice.

Since the liberation in Belgium there have also been Conferences of Trade and of Agriculture. At the beginning of March a National Economic Conference was called, comprising members of the Conferences of Labour, Trade and Agriculture. Also invited were representatives of co-operatives, benefit societies, and physicians.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P.C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath, the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping, lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communication, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces. Jurisdiction over war industries and industries within the scope of certain provinces which entered into wartime agreements with the Dominion, has now reverted to the provinces. (A summary of the present position with respect to labour relations legislation in Canada appears in the July issue of the *LABOUR GAZETTE*, pp. 940-43.)

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102).

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to:

The certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The Board, with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the *Wartime Labour Relations Regulations, P.C. 1003*, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in two separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the *Conciliation and Labour Act*. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Applications for Certification under Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of October. During the month the Board received seven applications, held seven hearings, issued six certificates designating bargaining representatives, rejected five applications, ordered three representation votes, and allowed the withdrawal of one application.

Applications for Certification Granted

1. *The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* and certain of its officers for the red cap porters on the payroll of the *Canadian Pacific Railway Company* employed in the Quebec district at Montreal Windsor Station, Montreal West Station, Place Viger Station, Park Avenue Station, Westmount Station, Trois Rivières Station, and Quebec Palais Station.*

2. *Seafarers' International Union of North America* and certain of its officers for the unlicensed personnel employed by *Britamerican Limited, Vancouver, B.C.*, in the deck, engine-room and stewards' departments of the SS. *Britamerica*.*

3. *The National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for engineer officers below the rank of chief engineer in the employ of SS. *Texaco Brave Limited, Toronto, Ont.***

4. *The National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for engineer officers below the rank of chief engineer in the employ of SS. *Texaco Chief Limited, Toronto, Ont.***

5. *The National Association of Marine Engineers of Canada, Inc.*, and certain of its officers for engineer officers below the rank of chief engineer in the employ of SS. *Texaco Warrior Limited, Toronto, Ont.***

6. *The National Association of Marine Engineers, Inc.*, and certain of its officers for engineer officers below the rank of chief engineer in the employ of *Shell Canadian Tankers Limited, Toronto, Ont.***

Representation Votes Ordered

1. *Canadian Seamen's Union*, applicants, and *Branch Lines, Limited, Sorel, P.Q.* (L.G. August, 1947, p. 1133). Following an investigation

of the application and a public hearing, the Board ordered a representation vote of the unlicensed personnel employed by *Branch Lines Limited, Sorel, P.Q.* Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q. was appointed by the Board to conduct the vote.

2. *Canadian Seamen's Union*, applicants, and *Northumberland Ferries Limited, Charlottetown, P.E.I.* (L.G. August, 1947, p. 1134). Following an investigation of the application and a public hearing, the Board ordered a representation vote of the unlicensed personnel employed by *Northumberland Ferries Limited, Charlottetown, P.E.I.* Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B., was appointed by the Board to conduct the vote.

3. *Canadian Seamen's Union*, applicants, and *Anticosti Shipping Company, Montreal, P.Q.* (L.G. October, 1947, p. 1450). Following an investigation of the application and a public hearing, the Board ordered a representation vote of the unlicensed personnel employed by *Anticosti Shipping Company, Montreal, P.Q.* Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q., was appointed by the Board to conduct the vote.

Applications for Certification Rejected

1. *Canadian Lake Seamen's Union* and *Sincennes-McNaughton Line Limited, Montreal, P.Q.* (L.G. July, 1947, p. 959). Following an investigation of the application and a public hearing the Board decided to reject the application. Reasons for Judgment will be issued by the Board at a later date.

2. *Canadian Seamen's Union* and *Lakeland Tankers Limited, Toronto, Ont.* (L.G. August, 1947, p. 1133). Following an investigation of the application and a public hearing, the Board rejected the application for the reason that it was not supported by a majority of the employees affected.

3. *Canadian Seamen's Union* and *Sincennes-McNaughton Line Limited, Montreal, P.Q.* (L.G. August, 1947, p. 1134). Following an investigation of the application and a public hearing, the Board decided to reject the application. Reasons for Judgment will be issued by the Board at a later date.

4. *Yellowknife District Miners' Union Local 802, International Union of Mine, Mill and Smelter Workers* and *Northern Construction Company* and *J. W. Stewart Limited, Yellow-*

* Following an investigation of the application.

** Following an investigation of the application and a public hearing.

knife, *N.W.T.* (L.G. August, 1947, p. 1134). Following an investigation of the application and a public hearing, the Board rejected the application for the reason that there are no employees presently affected but without prejudice to the making of a further application when employees are again employed on the project.

5. *Canadian Navigators Federation and Davie Transportation Company Limited, Lauzon, Levis, P.Q.* (L.G. September, 1947, p. 1273). Following an investigation of the application, the Board decided to exclude masters and chief engineers of Davie Transportation Company Limited, Lauzon, Levis, P.Q., from the proposed bargaining unit because of their confidential and supervisory duties and rejected the application for the reason that it did not have the support of the remaining employees affected in the classifications of mates and second engineers.

Applications Withdrawn

Canadian Seamen's Union and Pelee Shipping Company Limited, St. Thomas, Ont. (L.G. September, 1947, p. 1273). On the request of the National Director of Organization of the Canadian Seamen's Union, the application was withdrawn.

Applications for Certification Received During the Month of October, 1947

1. *Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Bro-*

therhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of certain employees of *J. B. Baillargeon Express Limited, Montreal, P.Q.*

2. *National Association of Marine Engineers of Canada, Inc.*, on behalf of marine engineers employed on tugs of *Canadian Dredge and Dock Company, Toronto, Ontario.*

3. *National Association of Marine Engineers of Canada, Inc.*, on behalf of marine engineers on tugs of the *United Towing and Salvage Company Limited, Montreal, P.Q.*

4. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of certain employees employed in the restaurant of the *Central Station, Canadian National Railways, Montreal, P.Q.*

5. *Canadian Association of Maritime Transport Workers, Local No. 8*, on behalf of the unlicensed personnel on ss. *Terra Nova* of the *Terra Nova Steamship Company Limited, Montreal, P.Q.*

6. *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 277*, on behalf of employees of the beverage department, excepting the manager, of the *Chateau Frontenac Hotel, Canadian Pacific Railway Company, Quebec, P.Q.*

7. *Quebec Longshoremen's Union (C.C.C.L.)* on behalf of longshoremen employed by various shipping companies of Quebec and Levis and represented by the *Shipping Federation of Canada, Montreal, P.Q.*

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National), and, until May 15, 1947, such disputes in certain provinces were also referred to the Minister by the Provincial Board in their respective jurisdictions. The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute

and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

I. Assignment of Conciliation Officers

During October, 1947, Conciliation Officers were assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Canadian Air Express Ltd. (ground crew personnel at Dorval, P.Q., and Ottawa, Ont.)

and International Association of Machinists (TLC). L. Pepin, Conciliation Officer.

Newfoundland Railway (clerical staff, North Sydney, N.S.) and Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL). H. R. Pettigrove, Conciliation Officer.

II. Agreements Facilitated by Conciliation Officers or Cases Withdrawn

In the following cases, reports were received during October, 1947, from Conciliation Officers indicating the successful completion of negotiations with the signing of an agreement or the withdrawal of the application for intervention:—

Alberta Wheat Pool, Vancouver, B.C., and Local 501, Retail, Wholesale & Department Store Union (CIO-CCL). G. R. Currie, Conciliation Officer. (L.G., July, 1947, p. 959.)

Canadian Pacific Railway Co. (coal dock employees, Britt, Ont.) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). F. J. Ainsborough, Conciliation Officer. (L.G., October, 1947, p. 1451.)

Canadian Pacific Railway Co. (coal dock employees, Little Current, Ont.) and Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC). F. J. Ainsborough, Conciliation Officer. (L.G., October, 1947, p. 1451.)

United Grain Growers' Terminals Ltd., Vancouver, B.C., and Local 501, Retail, Wholesale & Department Store Union (CIO-CCL). G. R. Currie, Conciliation Officer. (L.G., July, 1947, p. 960.)

III. Boards Fully Constituted

Canada Steamship Lines Ltd. (Waterfront freight handlers at various points in Quebec and Ontario). The Conciliation Board established to deal with a dispute between the Canada Steamship Lines Ltd. (waterfront freight handlers at various points in Quebec and Ontario) and the Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees (AFL-TLC) was fully constituted on October 11, 1947, with the appointment of Dr. Alexander Brady, Toronto, as Chairman of the Board, on the joint recommendation of the other two members of the Board. C. G. Quinlan, Montreal, and M. W. Wright, Ottawa, who had been appointed on the recommendation of the employer and employees respectively. (L.G., October, 1947, p. 1451.)

Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service) and Union Steamships Ltd. The Conciliation Board established to deal with a dispute between the Canadian National Steamships (Pacific), Canadian Pacific Railway Co. (B.C. Coast Steamship Service) and Union Steamships Ltd., and the Seafarers' International Union of North America (AFL) was fully constituted on October 4, 1947, with the appointment of T. G. Norris, K.C., Vancouver, as Chairman of the Board, on the joint recommendation of the other two members of the Board, J. A. Lindsay and Herbert Gargrave, both of Vancouver, who had been appointed on the recommendation of the employers and employees respectively. (L.G., October, 1947, p. 1451.)

United Towing & Salvage Co. Ltd., Montreal, P.Q. The Conciliation Board established to deal with a dispute between the United Towing & Salvage Co. Ltd., Montreal, P.Q., and the Canadian Seamen's Union (TLC) was fully constituted on October 29, 1947, with the appointment of His Honour Judge Honore Achim, Montreal, as Chairman of the Board, in the absence of a joint recommendation by the other two members of the Board, C. G. Quinlan and Alex Gauld, both of Montreal, who had been appointed on the recommendation of the employer and employees respectively. (L.G., October, 1947, p. 1451.)

IV. Board Reports Received

During the month, Board reports were received in the following cases:—

Broulan Porcupine Mines Ltd., Pamour, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 800.)

Buffalo Ankerite Gold Mines Ltd., South Porcupine, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 800.)

Canada Cycle & Motor Co. Ltd., Weston, Ont., and International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (CIO-CCL). (L.G., June, 1947, p. 800.)

Canadian National Railways (sleeping, dining and parlour car department) and Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL). (L.G., September, 1947, p. 1276.)

Canadian National Steamships (Pacific), Canadian National Railways (B.C. Coast &

Lakes Barge & Ferry Service), Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Union Steamships Ltd., and Frank Waterhouse & Co. of Canada Ltd., and Canadian Merchant Service Guild (TLC). (L.G., October, 1947, p. 1451.)

Coniaurum Mines Ltd., Schumacher, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 800.)

Delnite Mines Ltd., Timmins, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 801.)

Hollinger Consolidated Gold Mines Ltd., Timmins, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 801.)

Macassa Mines Ltd., Kirkland Lake, Ont., and Local 240, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 801.)

McIntyre Porcupine Mines Ltd., Schumacher, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 801.)

Paymaster Consolidated Mines Ltd., South Porcupine, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 802.)

Preston East Dome Mines Ltd., South Porcupine, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 802.)

Stovel Co. Ltd., Winnipeg, Man., and Local 59, Stereotypers' & Electrotypers' Union (AFL-TLC). (L.G., April, 1947, p. 538.)

Upper Canada Mines Ltd., Dobie, Ont., and Local 240, International Union of Mine, Mill & Smelter Workers (CIO-CCL). (L.G., June, 1947, p. 802.)

V. Settlements Following Board Procedure

During the month, advice was received that matters in dispute between the following parties have been settled as a result of further negotiations following the receipt by the parties of the Conciliation Board reports:—

Canadian National Railways and Canadian Pacific Railway Co., their jointly and sepa-

ately owned subsidiaries and ancillaries; and Pacific Great Eastern Railway; Algoma Central & Hudson Bay Railway; Toronto, Hamilton & Buffalo Railway; Ontario Northland Railway; Sydney & Louisburg Railway; and Essex Terminal Railway; and their employees, members of the Brotherhood of Locomotive Engineers; Brotherhood of Locomotive Firemen and Enginemen; Order of Railway Conductors; Brotherhood of Maintenance of Way Employees; Brotherhood of Railway Signalmen of America; Canadian Pacific Railway System Federation No. 125 (Shop Crafts); Canadian National Railway System Federation No. 11; Division No. 4, Railway Employees' Department (AFL); Canadian Brotherhood of Railway Employees & Other Transport Workers; Brotherhood of Railway & Steamship Clerks, Freight Handlers, Express & Station Employees; Hotel & Restaurant Employees' International Alliance & Bartenders' International League of America; International Brotherhood of Firemen & Oilers, Steam Plant Employees, Roundhouse & Railway Shop Labourers; Brotherhood of Express Employees; International Brotherhood of Electrical Workers; and International Brotherhood of Blacksmiths, Drop Forgers & Helpers. (L.G., July, 1947, pp. 960-961.)

Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry Service), Canadian National Railways (B.C. Coast Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and National Association of Marine Engineers of Canada, Inc. (TLC). (L.G., October, 1947, p. 1451.)

VI. Strikes After Award

On October 27, 1947, the employees of the Canada Cycle & Motor Co. Ltd., Weston, Ont., members of Local 28, International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (CIO-CCL), went on strike following the breakdown of negotiations subsequent to the receipt of the report of the Conciliation Board established to deal with matters in dispute between the parties. (See p. 1451.)

Report of Conciliation Board in Dispute between Broulan Mines Ltd., Pamour, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in

the absence of a joint recommendation from the other two members of the Board, J. Beattie, Timmins, and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees respectively.

Report of Board

3. STATUTORY HOLIDAYS

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.
Sir:—

Your Conciliation Board now begs leave to report.

The Sittings of this Conciliation Board were held at Timmins, Ontario, on the 7th day of July, 1947.

The Chairman and Messrs. G. M. Desaulniers and J. Beattie, members of the Board, were all present at the Sittings.

The Union was represented by Messrs. L. A. Behie (International Representative), Ivan Vachon, D. Protutifac, F. Dokman, P. Gustafsson and J. R. Carlin.

The Collective Bargaining Agreement between the Company and the Union was dated the 14th of December, 1945, and terminated at the expiration of one year from that date.

A number of meetings were held up to and including the 5th of March, 1947, but the Union and the Company were unable to agree on five articles as follows:

1. No Discrimination Clause.
2. Adjustment of Complaints and Grievances.
3. Statutory Holidays.
4. Wages.
5. Union Security or Check-off.

The proposals of the Union which had been submitted to the Company during negotiations were filed with the Board.

The items in dispute will be dealt with in the order in which they are above set out.

1. NO DISCRIMINATION CLAUSE

The Union asked for a change in this clause as set out in Exhibit "A" of the proposals which were filed with the Board. The Company were satisfied with the clause as contained in the old agreement.

There appears to be no objection to the clause contained in the old agreement and the Board is therefore not prepared to recommend in favour of the change as requested by the Union.

2. ADJUSTMENT OF COMPLAINTS AND GRIEVANCES

There does not appear to be a great deal of difficulty in connection with this matter and it appears to the Board that the difficulty might be got around by a clause providing that stewards shall be paid for time spent on grievances under the grievance procedure at the option of the Company.

During the Sittings it was intimated on behalf of the Company that the Company would increase the Statutory Holidays from three to four with time and a half if worked. The Union asked for six Statutory Holidays with pay at double time if worked and straight time if not worked.

The Board recommends that the offer of the Company be accepted as we are unable to recommend in favour of the proposal of the Union.

4. WAGES

The Union asked for a general increase of 16 cents per hour to all employees and also asked for certain shift premiums as set out in Exhibit "D" of the Union proposals.

During the negotiations between the Company and the Union an increase of 10 cents an hour was granted by the Company and put into effect in the month of December last. The demand for an additional 6 cents per hour has not been abandoned by the Union but under the conditions which presently exist in the Gold Mining Industry the Board is not prepared to recommend any change in the wage scale at the present time; neither can the Board recommend in favour of payment of the shift premiums as asked by the Union.

The Board, however, is prepared to recommend in favour of a Wage Opening Clause by either party on thirty days' written notice.

5. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off, but feels that he is unable to recommend in favour of the Check-off in this instance.

Dated at Brampton, Ontario, this 25th day of September, A.D. 1947.

(Sgd.) A. COCHRANE.

(Sgd.) J. BEATTIE.

Minority Report

To the Honourable HUMPHREY MITCHELL
Minister of Labour,
Ottawa, Canada.
Sir:—

1. *No discrimination clause:* I recommend a change in this clause as set out in Exhibit "A" of the proposals of the Union which were filed with the Board.

2. *Adjustment of complaints and grievances:* I recommend that the company pay the Union's stewards for time spent ending grievances within working hours.

3. *Statutory holidays:* I would recommend payment of double time if worked and of straight time if not worked for the following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

4. *Wages:* The Union has made an original demand of \$0.16 an hour increase in the case of all hourly-rated employees. As of the 1st

of December, 1946, the company granted and put into effect, after the demand of the Union, an increase of \$0.10 an hour. Since the first of December, 1946, the cost of living has risen many points and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

5. *Union security and check-off:* There is no reason why the company should refuse the check-off and I would strongly recommend it for this mining industry.

Respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in Dispute between Buffalo Ankerite Gold Mines Ltd., South Porcupine, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers

On October 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Alex Harris, Kirkland Lake, and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

Your Conciliation Board now begs leave to report.

The Sittings of this Conciliation Board were held at Timmins, Ontario, on the 20th day of June, 1947.

The Chairman and Messrs. Alex Harris and G. M. Desaulniers, members of the Board, were all present at the Sittings.

The Union was represented by Messrs. W. Kennedy (International Representative), J. R. Carlin, Ivan Vachon and Mr. McPherson and the Company was represented by Messrs. R. P. Kinkel (Plant Manager), Charles Brown and Claude Bowker.

The Collective Bargaining Agreement between the Company and the Union was dated the Fifth day of November, 1945. Negotiations for a renewal were commenced on the Tenth day of October, 1946, and the Agreement was extended for a period of one month but the Agreement has now expired.

During the hearing it was stated by the International Representative on behalf of the Union that it was felt that there would be

little or no difficulty in agreeing upon minor points if an agreement could be reached on the major differences.

There were some ten issues in dispute as follows:—

1. Management.
2. No Discrimination Clause.
3. Representation.
4. Wages.
5. Hours of Work and Overtime.
6. Statutory Holidays.
7. Vacations with Pay.
8. Union Security or Check-off.
9. Temporary Employees.
10. Job Posting.

The proposals of the Union which had been submitted to the Company were filed during the Sittings and the Brief filed by the Company dealt at length with the various proposals.

The items in dispute will be dealt with in the order in which they are set out above.

1. MANAGEMENT

There appears to be little difference between the parties in connection with the Management Clause and it is suggested therefore that the parties get together and discuss this clause with a view to arriving at a solution which would be mutually satisfactory.

2. NO DISCRIMINATION CLAUSE

The Board is of the opinion that this clause is one which might well be settled by negotiation between the parties.

3. REPRESENTATION

This would appear to be a minor point and there should not be much difficulty between the parties in arriving at a settlement. There

appears to be no objection to the Union's suggestion as set out in their proposals and the Board recommends in favour of it.

4. WAGES

The Union's request or original proposal was for an increase of 16 cents per hour. During negotiations the Company advised the Union that they were not in a financial position to pay an increase but on the 10th of December, 1946, a general wage increase of 10 cents per hour was granted to all employees retroactive to the First of December. The present annual demand is now for a further increase of 6 cents per hour and the Union feel that this increase must be considered in connection with an Open End Wage Clause which is also asked for and which was not included in the old Agreement.

Under the conditions which presently exist in the Gold Mining Industry, the Board is not prepared to recommend any change in the wage scale at the present time.

So far as the Open End Wage Clause is concerned, the Board recommends such a clause providing for the opening of the wage question by either party on thirty days' written notice.

5. HOURS OF WORK AND OVERTIME

The question of hours of work was not seriously pressed by the Union. Generally speaking, in the first negotiations the Union asked for a forty-hour week but subsequently their demands were modified and the Union Representatives stated that they were prepared to accept the forty-eight hour week, but asked for payment of time and a half for overtime in excess of eight hours in any one working day and for all time in excess of the forty-eight hour week.

It seems that the Union's demand in connection with overtime is reasonable and the Board therefore recommends in favour of it.

It would be necessary, however, to draft a suitable clause to cover the case of those employees who, by arrangement, work eight and a half hours every day in order to obtain a half day off.

6. STATUTORY HOLIDAYS

The Board is unable to recommend any change in the plan as set out in the former Agreement.

7. VACATIONS WITH PAY

The Union asked for two weeks' vacation with pay for all employees who have completed one or more years' continuous employ-

ment with the Company. The Company proposed vacations as provided for in Article 13 of the former Agreement.

The Board recommends one week's vacation with pay after one year's service, pay to be on the basis of two per cent of the employer's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of four per cent of the employee's previous year's earnings.

8. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off, but feels that he is unable to recommend in favour of the Check-off in this instance.

9. TEMPORARY EMPLOYEES

This comes under Article 10 of the former Agreement and the Union took the position that the six months' period of probation is too long and expressed the opinion that there should be no time limit for an employee to be allowed to use all sections of the provisions of the Agreement.

The Board is of the opinion that the six months is somewhat too long but on the other hand is also of the opinion that there should be a period of probation and therefore recommends reduction of the time from six months to three months.

10. JOB POSTING

This is an Article which it is always difficult to settle and the Board recommends that the parties get together and discuss and settle the various questions which arise under this heading.

Dated at Brampton, Ontario, this 25th day of September, A.D. 1947.

(Sgd.) A. COCHRANE.

(Sgd.) ALEX HARRIS.

Minority Report

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

1. Management

I recommend that the word "sole" be deleted from the proposed clause.

2. *No discrimination clause*

I would recommend the clause proposed by the Union as set out in Exhibit "A" of the proposals of the Union which were filed with the Board.

3. *Representation*

I see no objection to the Union's suggestion and I would recommend in favour of it as set out in their proposals.

4. *Wages*

The Union has made an original demand for \$0.16 an hour increase in the case of all hourly rated employees. As of the 1st of December, 1946, the company granted and put into effect after the demand of the Union, an increase of \$0.10 an hour. Since the 1st of December, 1946, the cost of living has risen many points and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

5. *Hours of work and overtime*

I recommend that time and one-half be paid for all time worked in excess of eight hours in a working day and for all time worked in excess of forty-eight hours a week.

6. *Statutory Holidays*

I would recommend double time if worked and straight time if not worked for the

following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

7. *Vacations with pay*

I would recommend one week's vacation with pay after one year's service, pay to be on the basis of 2 per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of 4 per cent of the employee's previous year's earnings.

8. *Union security or check-off*

There is no reason why the company should refuse the check-off and I would strongly recommend it for this mining industry.

9. *Temporary employees*

I would recommend the clause of the company, subject to the condition that the temporary employees shall have the right to use the grievance procedure.

10. *Job posting*

This question was suspended. The Union and the Company are discussing it.

Yours respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in dispute between Canada Cycle & Motor Co. Ltd., Weston, Ont., and International Union, United Automobile, Aircraft & Agricultural Implement Workers of America (CIO—CCL).

On October 2, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: J. D. McNish, K.C., Chairman, and E. Macaulay Dillon, K.C., and C. L. Dubin, appointed on the nomination of the employer and employees respectively, all of Toronto. Mr. McNish was appointed Chairman of the Board on June 18, 1947, replacing the original Chairman, His Honour Judge Samuel Factor, also of Toronto (LABOUR GAZETTE, June, 1947, Page 800), Judge Factor having been obliged to resign from the Board because of the pressure of previous engagements.

Report of Board

To The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

A Board of Conciliation was established to deal with the above dispute under the Chairmanship of His Honour Judge Samuel Factor. Judge Factor resigned his Chairmanship on the 12th of June, 1947, and the present Chairman was appointed in his place. The

Board as now constituted begs to submit its report herewith.

The Board met the parties in Toronto on the 14th and 15th of July, the 5th of August and the 11th of September, 1947. The Company was represented by: R. Flavelle, Executive Assistant to the President; A. E. Jagger, Plant Superintendent; S. T. Garside, Central Ontario Industrial Relations Institute and the Union was represented by: Paul Siren, H. H. McIntyre, International Representatives; Drummond Wren, Reginal Screen, President Local 28; A. McLean, Vice-President Local 28; George Argo, Bert Silk, Tim Gallagher, Members of the Bargaining Committee.

The Union was certified on the 8th of January, 1947, as the Bargaining Agent for all hourly rated and piece work rated employees of the Company save and except assistant foremen other than lead hands, foremen, persons above the rank of foremen, office staff, time and record clerks, medical staff and plant guards.

The parties met first on the 27th of January, 1947, for the purpose of negotiating an agreement and at this meeting the Union presented a draft agreement. Negotiations continued during the month of February. During the course of these negotiations the Company submitted an alternative agreement, a number of clauses of which were agreed to by the parties subject to agreement on all clauses. Negotiations, however, broke down and a conciliation officer was appointed by the Ontario Minister of Labour. This conciliation officer, Mr. James Hutcheon, reported to the Ontario Minister of Labour under date of the 8th of April, 1947, setting forth the items then in dispute and recommended the appointment of a Conciliation Board. The matters referred to by Mr. Hutcheon in his report were as follows:

- (a) Union Security
- (b) Hours of work
- (c) Overtime payments
- (d) Off-shift premiums
- (e) No-strike clause
- (f) Payment for statutory holidays
- (g) Wage rates
- (h) The schedules to be annexed and form part of the agreement
- (i) Termination and modification of agreement
- (j) Other clauses of a less contentious nature which may have to be amended providing agreement is reached on the above clauses.

On their first appearance before this Board, the parties agreed that these items were still in dispute and required to be conciliated. At the hearings on the dates above mentioned considerable material was filed by the parties with respect to these matters and there is no doubt that all of the items were thoroughly discussed.

As in all of such disputes, the major items are, of course, the question of wage rates and union security. However, it is now proposed to deal with these two matters later in the report and to deal at the moment with the other items *seriatim*.

Hours of Work and Overtime Payments—(b) and (c)

It appeared from the information given to the Board that this Company works a twenty-four hour day with three shifts. The hours of work are divided into three categories:

- (1) the regular week is forty-five hours divided into nine hours a day for a five-day week;
- (2) some 20 to 30 men on the night shift work forty-seven and a half hours;

- (3) maintenance men work a forty-eight hour week.

At present the Company bases overtime at the rate of time and a half for all overtime after forty-eight hours. The Union originally requested a forty-hour week throughout the plant with time and a half for overtime after forty hours. During the hearings before the Board, however, the Union agreed to the continuance of the present hours of employment conditional upon being paid overtime at the rate of time and a half after forty-five hours and time and a half after nine hours on the eight-hour shift. The Company agreed to pay overtime at the rate of time and a half on a daily basis after the normal working day, i.e., an employee on a forty-five hour week would be paid time and a half for any hours worked above nine on any day—employees working a forty-seven and a half hour week would be paid time and a half for all time worked beyond forty-seven and a half hours—and the man on the forty-eight hour week would be paid overtime at time and a half for all hours worked beyond forty-eight on a daily basis. The Board concurs in this arrangement and recommends accordingly.

Off-shift Premiums—(d)

At the present time the Company pays a premium of 3½ cents per hour for all night shift employees. The Union has requested a premium of 5 cents per hour for both the night shift and the evening or swing shift. The Company agreed to pay the 5 cents per hour for the night shift but no premium at all for the swing shift. The Board, having regard to the practices in similar plants, recommends that 3½ cents per hour premium be paid to the employees working on both shifts.

No-strike Clause—(e)

In the draft agreement submitted by the Company the following clause was proposed—
“The Company agrees that it will not cause or direct any lock-out of its employees.

“The Union agrees that there will be no strikes or other collective action which will stop or interfere with production and that if any such collective action should be taken it will instruct its members to carry out the provisions of this agreement and to return to or resume work and perform their duties in the required manner.”

The Union stated that it had no objection to such a clause provided that there was some measure of security given to the Union. The Company on the other hand argued that this was a proper clause and should not be made conditional upon any union security clause. In view of what is said subsequently in this

report under the heading of union security, the Board recommends that the above-mentioned clause be inserted into the agreement.

Payment for Statutory Holidays—(f)

The Company has heretofore paid their employees, both hourly rated and piece work, for Christmas day only. During negotiations and before the Board they stated that this was as far as they were prepared to go on this point. This question has arisen and arises frequently in negotiations between the companies and unions and before Boards of Conciliation. On the one hand it is asserted that either hourly-rated or piece work employees should not be paid for work which they do not do. On the other hand when plants close down on certain statutory holidays, as is the case with this Company, the employee could not work even if he wished to do so. However, the Board is of the opinion that the allowing of statutory holidays to workers is a beneficial step in our social progress. The Board, therefore, recommends that the employees of this Company be given four statutory holidays in the year and be paid for them on the same basis as they are at present being paid for Christmas day. While the Board recommends the granting of four statutory holidays, it leaves it to the parties to choose the particular statutory holidays to be included in the agreement.

The Schedules to be Annexed and Form Part of the Agreement—(h)

Under this heading there were two items in dispute between the parties. The first matter was the method of final determination of any disputes arising out of piece work rates. The Company proposed a clause providing for arbitration on any such dispute following the grievance procedure laid down in the agreement. This arbitration clause provides for each party nominating an arbitrator and provides further for the chairman to be chosen from two firms of industrial engineers, namely—

Stevenson & Kellogg Limited
J. D. Woods & Gordon Limited

The Union objected to the choice of chairman being limited to these firms of industrial engineers feeling that industrial engineers were generally engaged by companies and accordingly they might be biased. On the other hand the Company feels that in a technical matter such as adjusting piece work rates only a person properly qualified and experienced would be capable of adjudicating on such disputes. The Company further stated that there had never been any reduction in piece work rates and irrespective of whatever

method was chosen as a final means of the determination of these rates, they stated that their previous policy with respect to these rates would remain. The Board is inclined to agree with the contention of the Company and feels satisfied that any professional man sitting as chairman of an arbitration board would give an unbiased decision. The Board is of the opinion that in view of the past record of the Company in adjusting piece work rates there is little likelihood of many, if any, such disputes reaching a Board of Arbitration. The Board therefore recommends the insertion in the agreement of the clause proposed by the Company.

The second matter under this heading was with regard to effective dates for any adjustments of pay or earnings following an arbitration. The Company proposes the following clause: "Any decision affecting rates of pay or earnings will become effective not earlier than the next succeeding pay period after the decision has been made." The Union pointed out that some time might elapse between the lodging of the grievance and the final determination of a Board of Arbitration and that in cases where the Company was at fault by error or otherwise the employee or employees affected would be penalized if the above clause were operative in such cases. The Board is of the opinion that the fairest method to deal with this situation is to leave the question of the effective date of any pay or earning adjustment to the Board of Arbitration and recommends accordingly.

Termination of Agreement—(i)

Negotiations between the parties were commenced on the 27th of January, 1947, and were broken off certainly by the 12th of March, 1947, when the Union petitioned the Ontario Labour Relations Board for a conciliator. The present Board was established on the 19th of April, 1947. It has been suggested that the agreement should terminate one year from the date of its actual signing and also that the agreement should terminate one year from some prior date. Many considerations enter into this question, such as retroactivity of pay increases, etc. The Board is of the opinion that having regard to all of the considerations involved, the matter of termination of agreement might well be left to be settled by the parties. If, however, the parties are unable to agree on this point, the majority of the Board, consisting of the Chairman and Mr. Dubin, recommends that the date of termination be the 1st of June, 1948.

Other clauses of a Less Contentious Nature Which May Have to be Amended Providing Agreement Is Reached on the Above Clauses.—(j)

Under this heading the Union brought up two points. First, the description of bargaining unit. In the draft agreement submitted by the Company, Clause 2 states—"This agreement applies to all hourly-rated and piece work rated employees of the Company save and except assistant foremen, etc." The certification of the union as bargaining unit covers all employees of the Company save and except assistant foremen, etc. The Union had agreed during negotiations to the first mentioned clause but at the hearings before this Board requested a change in the wording to coincide with the certification. The second item under this heading was with respect to the seniority preferential treatment for union stewards. The clause covering this in the agreement submitted by the Company had been agreed to by the union but again before this Board they wanted to extend the provisions covering this matter. In both these matters it was apparent that the Union wanted the proposed agreement changed by reason of fear, engendered during the proceedings subsequent to the negotiations, that the Company would take some technical and unfair advantage in the working out of any agreement. The Board is of the opinion that the Union is sufficiently protected in both of these clauses unless the Company did take an unfair advantage of the language in these clauses. The Board feels that particularly with the first agreement between the Union and the Company their relations should not commence with a feeling of suspicion on the part of either party but should start its course in an atmosphere of mutual confidence and trust. Were the Board to agree with the later submission of the Union it would be putting itself in the position of finding that the Union had justification for its later fears. This the Board is unprepared to do and recommends that the clauses as originally drafted and agreed upon should be included in the new agreement. In any event, should it later be found that the suspicions of the Union were well founded, these clauses may be dealt with either by arbitration or during negotiations for a subsequent agreement.

Wage Rates—(g)

As in all such matters, the main question between the parties is the question of wage rates. In this case members of the Board are agreed that more difficulties in the way of arriving at a satisfactory solution were present

than in most cases. Canada Cycle & Motor Company is a subsidiary of Russell Industries, Limited, which was incorporated in the year 1899. Another subsidiary of this Company is the Canadian Acme Screw & Gear, Limited. The Company manufactures bicycles, skates, children's vehicles, hockey equipment, tennis rackets, skis, etc., under the "C.C.M." trademark. Prior to the war one-third of its production was exported to thirty-nine countries outside Canada. Since the War this export business has ceased. At the present time all of the production of the Company on a twenty-four hour basis is insufficient to meet the domestic demand and while the Company occupies a commanding position in the production of certain articles it must face the possibility of increased competition from imports. For these reasons production costs are a matter of particular concern to this Company. For example, when they are again in the position to compete in the markets of the world the cost of their articles will undoubtedly be a governing factor. It appears that approximately two thirds of the production workers in this plant are employed on a piece work basis and the other third on an hourly-rated basis. Considerable evidence was furnished by the Company as to the manner in which wage rates, both piece work and hourly, are arrived at. Considerable thought and effort is given to a process of job evaluation by experts in that particular line and these rates, particularly those of piece workers, are reviewed from time to time and adjustments made. From the information supplied by the Company it would appear that the wages and earnings of the employees of this Company are comparable and in many cases higher than many of the industries in the Toronto area. It is also true that the piece work rates are fixed with a sufficient incentive margin to enable the workers to increase their earnings. According to the information supplied by the Company (Exhibit 1) showing a comparative earning statement between four weeks in January, 1947, and June, 1947, in the great majority of cases the piece workers' earnings had increased from 1-15c. The Company's position before the Board was that—

(a) it was paying higher wages and earnings than were generally prevailing in the Toronto area and that that should be the yardstick used by the Board in considering any demands for increased wages;

(b) that the piece work rates were so adjusted that by increased effort an employee might substantially increase his earnings and in this connection they were prepared to consider

with the Union any agreements with respect to any piece work rate;

(c) that any increase of wages "across the board" would under their system of cost accounting and bookkeeping interfere with the proper determination of the cost of the articles manufactured by them and that such a method of increase was impracticable. The Company further contended that an across-the-board increase would distort the relationship between the various job classifications and between the earnings of piece rate workers and day workers, both of which the company regards as now properly in balance.

The Company did submit in (Exhibit 1, above) details of all wages and earnings and requested the Union to discuss each particular job and each particular classification. The Union declined to accept this latter suggestion on the ground that it would require the services of experts employed by them and would in any event take considerable time to follow this suggestion of the Company. The Union based its claim for the increase demanded of 15c per hour solely on the ground of the increased cost of living during the past twelve months. They did not deny that the wages paid by the Company before commencement of negotiations in January were reasonable and fair. In reply to the Company's statement that it was impracticable to put into effect any across-the-board increase, particularly with respect to piece workers, they point out that they had agreements with Massey Harris, Acme Screw & Gear and McKinnon Industries, Limited, in all of which cases the employees were also paid on both hourly and piece work basis and in these three cases in the previous twelve months across-the-board increases had been put into effect.

Having perused all of the material submitted by the parties and having given most careful consideration to their conflicting views, the Board finds that as of the 1st of January, 1947, the wage rates and piece work rates in force in this plant were fair and reasonable rates. As a matter of fact, this fact was not questioned by the Union. The Board, however, could not but be affected by the serious increase in the cost of living since the 1st of January, 1947, nor could the Board help but be affected by its knowledge of the pattern of wage increases that have taken place throughout the country during the past nine months, either by negotiations between unions or employers or as a result of the findings of conciliation boards during that period. If it is assumed that the rates being paid by this Company on the 1st of January, 1947, were the proper rates, having regard

not only to the cost of producing the various articles manufactured by the Company, but also having regard to providing a proper standard of living for the employees of this Company, then the Board finds that in view of the increased cost of living the rates being paid on the 1st of January, 1947, should now be supplemented. While giving due regard to the contentions of the Company with respect to the difficulties involved in their job relationship, cost accounting, and bookkeeping generally the Board considers that these are not insurmountable difficulties and that the standard of living of the employees outweighs any difficulties that may be involved. The majority of the Board, consisting of the Chairman and Mr. Dubin, therefore, recommends that an increase of ten cents per hour be paid to both hourly-rates and piecework employees and that this increase be effective from the 1st day of June, 1947. With respect to piecework employees the same members of the Board recommend that the parties endeavour to arrive at a formula to work the proposed wage increase into their piecework structure. If this cannot be done then the increase should be paid to piecework employees on the basis of the hours of work. The retroactive pay increase, of course, should be paid on the basis of the number of hours worked since the 1st of June, 1947. On the 13th of June, 1947, the Company did increase the wages of certain hourly-rated employees. The increases then made will apply against the increase now recommended. Mr. Dillon, who does not concur in this recommendation, has written a separate report on this question.

Union Security (a)

The Union in its original demands requested a union shop clause and the Union presented to the Board the arguments in favour of some measure of union security. All of these arguments were quite familiar to the members of the Board and need not be dealt with at any length in this report. The Company has been adamant throughout all negotiations including the hearings before the Board that it was not prepared to concede any measure of union security. The furthest that they were prepared to go was to permit the Union to place collection tables at the plant entrance on pay days. In arriving at whether or not there should be any provisions in the agreement for Union security and if so what that measure should be, certain factors have to be taken into consideration. The Union in this case had now established a record of agreements throughout the country including many of the major industrial plants in the Province of Ontario. Its strike record has been good

and it is headed by experienced and responsible representatives. On the other hand, as this is a first agreement, it is understandable that the Company before conceding any measure of union security should want to have this Union prove itself in this particular plant. The Company no doubt is fearful of the Union on account of the International Union policy to get rid of piecework and filed with the Board a copy of this part of the Union's policy.

The Board is of the opinion that the Company is unduly fearful in this particular case of this avowed policy because the proposed agreement and the clause therein agreed upon by the Union with regard to piecework employees would seem to be in conflict with the apparently avowed principles of the Union. This apparent confliction, the Board feels, may be explained by this Union endeavouring to combat unfair piecework conditions while at the same time subscribing to piecework in such factories as C.C.M. and the other plants with which the Union has an agreement. The majority of the Board, consisting of the Chairman and Mr. Dubin, is of the opinion that better industrial relations and more lasting industrial peace are achieved and the public interest better served when the position of the Union is secured. Then the Union's officers can become in fact a permanent business agent for the employees and their efforts concentrated on this alone rather than have their efforts concentrated in combating delinquent members and possibly competing unions.

At the time the vote was taken during the certification proceedings, the vote was 259 for the Union to 139 against. It is generally agreed that it is not right for those employees who have voted for the Union to take whatever advantages the Union may obtain for them and this having been done then to retire from the Union. It is also true that those who did not vote in favour of the Union obtain whatever advantages the Union may obtain for all of the employees. The majority of the Board, consisting of the Chairman and Mr. Dubin, therefore recommends that there be inserted into the agreement a maintenance of membership clause providing that all employees who are now members of the Union must retain their membership and those employees who are not now members but who afterwards become members of the Union must then retain their membership, and that a voluntary check-off of union dues be put into effect.

The recommendations made in this report do not of necessity represent the convictions of the individual members of the Board on each

particular item. The members of the Board, who are not without experience in such matters, have endeavoured to reach a compromise basis on which an agreement might be reached. It is to be hoped that as a result of these recommendations the parties will be able to reach a common ground in the same spirit of compromise that actuated the members of the Board.

The Board feels that this should not be difficult. It is true that during negotiations for a first agreement, a spirit of suspicion may develop and many things be said and done that had been better left unsaid and undone. The Board, however, feels that in the present case there is little ground for suspicion and many reasons for mutual confidence. The Company has a long and enviable record as one of Canada's leading manufacturers serving the needs not only of Canadians but of people all over the world. In this respect, it is not an unimportant factor in our Canadian economy. Its plant—which the members of the Board visited—evidences a desire on the part of the management not only to turn out good products at a reasonable cost but also the desire that the working conditions for its employees should be of the best. As previously stated, the wage rates paid compared favourably with those paid by other industries in this area. It may be safely said that this Company could not be in its present position today if the management had not given consideration to the welfare of its employees. The Board is satisfied that this management would not stoop to practices that in the result would redound to the detriment of its employees.

On the other hand, the Union, as stated before, has now some history as a responsible trade union and its anticipated actions may be determined by that history. It has negotiated and has in effect agreements with many of the large industries in Ontario. Its leaders are capable and experienced and its large membership relies upon these leaders for guidance in all matters pertaining to wages and working conditions. For this reason it too is an important and permanent factor in our Canadian economy. The Board is satisfied that this Union would not stoop to any unfair or improper practices.

In brief, we have here not a chiselling employer and an irresponsible union; instead we have a leader in the manufacturing industry and a responsible union. For that reason the Board is satisfied that an agreement between the parties can and will be reached and that when this has been done, in view of the leadership on both sides, their relations will be

harmonious and that both the employees and the Company will benefit.

All of which is respectfully submitted.

(Sgd.) J. D. McNISH.

(Sgd.) E. MACAULAY DILLON.

(Sgd.) C. L. DUBIN.

Minority Report

To the Honourable HUMPHREY MITCHELL
Minister of Labour,
Ottawa, Ontario.

SIR: In this matter I have signed the report of the Board to evidence my agreement to its recommendations in respect to several of the items referred to this Board in the report of the Conciliation Officer, James Hutcheon, namely, (b) hours of work, (c) overtime payments, (d) off-shift premiums, (e) no-strike clause, (f) payment for statutory holidays, (h) the schedules to be annexed and form part of the agreement and (j) other clauses of less contentious nature.

In respect to the foregoing items I agree that the facts as set forth in the report are accurate. Furthermore I am in substantial agreement with much of the reasoning upon which the recommendations rest. I have, therefore, concurred in the recommendations concerning these matters in the hope that the parties will promptly accept them and thus narrow the area of disagreement, in which area they will each ultimately make some compromise to reach agreement.

I cannot, however, agree to the recommendations of the majority of the Board regarding three of the items referred to the Board by Mr. Hutcheon. They are:—

(a) Union security

(g) Wage rates

(i) Termination date of agreement.

It follows, therefore, that I cannot adopt some of the reasoning underlying the recommendations of the majority of the Board. I propose, therefore, to express my views in respect to these matters in some detail, beginning with (g) wage rates and (i) termination date of agreement. I propose to deal with these two matters together because it is my firm belief that no agreement will be reached on either of them separately for the simple reason that both parties are, or should be, interested in the period of time during which the wage structure will remain relatively stable, and that period will have a definite bearing on the amount of any wage increase to which they may ultimately agree.

I believe there should be some increase in wages in this plant, but I do not agree with the amount recommended by the majority

(10 cents per hour), nor with the method of applying the increase to piece rate workers (a flat hourly increase across the board) nor with the necessity for making any increase retroactive. The frequency with which retroactive wage increases are now being agreed to or awarded by boards of conciliation or arbitrators, while no doubt justified by the circumstances in the majority of cases, will tend to make industrial harmony and good relations between labour and management in general much more difficult to achieve. It enables the less responsible elements in organized labour to be quite unreasonable in all their other demands, as any wage increase they ultimately achieve will be dated back to some arbitrary date and has no reference whatever to the date on which the final compromises on such demands are effected. I am happy to be able to agree with the majority of the Board in its statement that "this union has now some history as a responsible trade union." Nevertheless, the negotiating members of this local and the international officers assisting them flatly refused to discuss the piece-rate structure and the job evaluation which is an integral part of that structure and maintained that the only adjustment they would consider was a flat hourly increase of fifteen cents applicable to both piece rate and hourly paid employees. I am satisfied that had the union been willing to discuss piece rates and job evaluation, agreement would have been reached long ere now.

Piece Workers

The earnings in this plant of employees on piece work as of January 1, 1947, were not only fair and reasonable, as the majority report states, but were well above the general community level at that time. This was adequately established in the graphs and material furnished by the company and not, in fact, questioned by the union. Since January the average hourly earnings of piece workers has increased from one to fifteen cents per hour, as established by Exhibit 1 filed by the company at the request of this Board. It is fair to state that the underlying causes of this actual increase in earnings could not be ascribed to any one factor. They were undoubtedly achieved by the continual adjustment of piece work rates which goes on in this plant, and no doubt to some extent by increased effort. Whatever the cause, the increased earnings of piece workers since January is a fact (with some minor exceptions) and has quite adequately taken care of the rise in the cost of living index since that time. It is to be remembered that the union based its demands for increase *solely* on the increased cost of living. For these reasons I

am opposed to any *retroactive* increase for piece workers and feel that the increase which I am about to recommend (or any increase ultimately agreed upon) should date from the next pay period after it is agreed upon, but in any event not earlier than the date of this report.

As the union based its demands for increases solely on the increased cost of living, it is necessary to examine that increase by the only statistical record available, namely, the D.B.S. cost of living index. This index stood in June, 1946 (six months prior to last January, when the Board agrees that piece work earnings in this plant were at least adequate)

at	127.1 points
In August, 1947, it stood at	136.6 "
A rise of	9.5 "

On a basis of 25 cents per week per point this means \$2.25 per week and for a 45-hour week 5 cents per hour. This amount was realized in the increased earnings of the piece workers above referred to. However, it cannot be ignored that there have been increases in the cost of living since August, 1947, and that this increase should in fairness to the piece workers be provided for as far as possible. A further increase in the earnings of piece workers to provide them with the equivalent of 5 cents per hour would take care of an additional rise in the cost of living index of a further 9.5 points since August, 1947.

I, therefore, recommend that an adjustment be made on a percentage basis in the guaranteed hourly base rates of piece workers in each of the three grades of jobs in this plant, set forth in the company's brief on job evaluation and piece work rates. This percentage should be an appropriate percentage in each grade which when applied to the minimum hourly guaranteed basic rates (and thereby reflected in the piece rates) will give the workers, without any increased effort on their part, the equivalent of 5 cents per hour additional earnings. It is obvious that any piece workers at present earning more than the minimum hourly guaranteed base rate will, of course, net more than the 5 cents per hour.

For clarity I give a formula:—

	Base Rate	Cents per hour
Grade 1—		
63 cents add 7 per cent.....		4.41
Add 20 per cent of 4.41.....		.88
		5.29

(Note, 20 per cent is always added to base rate in calculation of piece rates.)

	Base Rate	Cents per hour
Grade 2—		
72 cents add 6 per cent.....		4.32
Add 20 per cent of 4.68.....		.86
		5.18
Grade 3—		
82 cents add 5 per cent.....		4.10
Add 20 per cent of 4.92.....		.82
		4.92

The above is merely a formula to demonstrate how the actual increase of 5 cents per hour in earnings which I have recommended for piece workers could be arrived at without disturbing the relationship of the various jobs in the plant one to another or making it impossible for the company to properly cost the innumerable small parts which go into most of its products and which parts are separately supplied for service purposes to and through a large dealer organization throughout the world.

Hourly-rated Employees.—In respect to this class of employees, as stated in the majority report, the company put into effect on June 13, 1947, certain increases (set forth in Exhibit 1) designed to do these things:—

- (a) Bring into balance the earnings of hourly rated employees, *inter se*;
- (b) To compensate for the increased cost of living to that date; and
- (c) Make some provision for anticipated rises in the cost of living.

These increases ranged from 2 cents to 10 cents per hour.

In view of what I have said in discussing increases for piece workers, it would perhaps be fair to supplement the existing hourly rates by an across the board increase on the existing rates. In my view, the amount need not necessarily be the same as the 5 cents recommended for piece workers, but nevertheless some allowance should be made for the increasing cost of living. Furthermore, there is a limit to an across the board increase for hourly paid employees beyond which distortion in the relationship between the jobs themselves and between hourly-rated and piece work rated employees would develop.

If one examines the cost of living index, one finds that it stood as follows:—

As of January, 1947.....	134.9
As of August, 1947.....	136.6
A rise of.....	1.7

On the basis of 25 cents per point it gives 42½ cents per week or about 1 cent per hour.

I therefore feel that the increase to hourly paid workers should be 2 cents per hour to date from the signing of the agreement, but in any event not earlier than the date of this report.

Termination of Agreement.—This is a first agreement between the parties. In such case it is my view that unless the employer has not negotiated in good faith (which is not the case here) there should be no back-dating of the agreement. Furthermore, predictability and stability of its wage structure is peculiarly important to the company and will be vital as soon as it is in a position to re-enter the export market.

For these reasons, while I agree with the majority that this is a matter which might

be left to the parties to settle themselves, if they are unable to agree, I recommend that the agreement terminate one year from the day it is reached and signed.

Union Security.—In this case, after giving serious consideration to this matter, I feel that good relations will in the long run be best served if the union stands on its own feet until it establishes itself in the affections of a larger majority of the employees and has won the confidence of the company, which happy result, being a responsible union, it will no doubt achieve within a reasonable time.

All of which is respectfully submitted.

(Sgd.) E. MACAULAY DILLON.

Report of Conciliation Board in Dispute between Canadian National Railways (Sleeping, Dining and Parlour Car Department) and Canadian Brotherhood of Railway Employees and Other Transport Workers

On October 29, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: Honourable Mr. Justice G. B. O'Connor, Edmonton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, C. W. Johnston, Montreal, and Professor J. E. L. Graham, Winnipeg, appointed on the nomination of the employer and employees respectively.

Report of Board

To
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

The Board sat at Montreal on Monday the 8th, Wednesday the 10th and Thursday the 11th days of September, 1947, when oral and written submissions were made by representatives of the Brotherhood and the Company. At the Board's request the parties agreed to extend the time for delivery of the Board's report to the Minister of Labour for Canada until the 25th day of October, 1947. The Board met again at Winnipeg on Saturday the 11th day of October, 1947, and considered the report. It was agreed that the Chairman should forward this report duly sealed, to the Minister of Labour requesting him to hold it unopened until October 25 when he will open and distribute it unless in the meantime both parties agree to extend the time for the delivery of the report until the report of Chief Justice Williams' Board is also filed, in which latter event both reports shall be released together.

The Brotherhood expressly disavows any claim for higher wages. Mr. Eighteen withdrew the Brotherhood's request for such an increase. It had been one of the items submitted to the Conciliation Officer as being in dispute. Mr. McGregor emphatically stated that no question of higher pay was at issue. The Board must assume, therefore, that the present rate of pay is satisfactory to both parties at least for the time being.

1. The chief question at issue is the Brotherhood's claim that each employee should work only 208 hours a month instead of working the present road service assignments fixed to meet the exigencies of travel and under which the hours of work may be summarized as follows:—

152 employees work less than 208 hours a month but are paid for a full month;

575 employees work less than 240 hours but more than 208 hours a month and are paid for one month;

262 employees work more than 240 hours a month and are paid for one month and pro rata for the excess over 240 hours.

The 240 hour month is not 8 hours a day for 30 days, since each employee has at least 4 clear days off duty at home terminal each month. It is the nearest even number to 239.5, which is the average number of hours per month worked on August 8, 1944, when the Brotherhood made a similar application to the National War Labour Board.

The Brotherhood point out that their "request is based on a simple and elementary principle of Industrial Relations, viz., that no employee should be required to work in excess

of a 48-hour week, or, in terms of a monthly period of service, for a period exceeding 26 working days of 8 hours per day," that is, 208 hours a month. They say that the railway company recognizes this principle by paying other employees on this basis.

The railway company replies that the service performed by Sleeping, Dining and Parlour Car Road Service employees is not such as to bring them in the same category as employees in industry, where 8 hours is regarded as the measure of a standard day's work and 208 hours equivalent to 26 calendar working days at a standard month's work; that the basis of a maximum work day of eight hours for Sleeping, Dining and Parlour Car service employees is neither feasible nor workable; that these employees have frequent periods of relaxation and rest when they are not required to serve the travelling public; for example, they are even paid for their own meal times.

The railway company asserted, and the Brotherhood did not deny, that no other railway pays this class of employees on the basis of 208 hours a month. The railway company estimates the cost to it of the additional employees required to limit the work of all these employees to 208 hours a month at \$425,800.

These two contentions represent the usual approach to the problem of shorter hours by labour and industry respectively.

Labor wages a continual battle for shorter hours and higher wages. Thus, they have achieved the eight hour day, the forty-four hour week, the forty hour week, and now the United States printing trades demand the thirty-six hour week.

Industry, on the other hand, yields grudgingly to shorter hours and endeavours to confine them to those who labor continuously during their hours of employment and who may be said to be exhausted by long hours, such as employees on an assembly line, or those in employments where the customers can be served in shorter hours without loss of profit to the employer.

Many of these employees have now seven or eight days a month at home on the 240 hour basis and would have twelve to fifteen days per month at home on the 208 hour basis.

A dining car waiter serves the travelling public during three meals, cleans silver and glass, sweeps, dusts and has the remainder of the twenty-four hours for rest and relaxation.

A sleeping car porter pulls down 20 to 24 berths, receives and discharges his passengers, changes linen, puts up the berths, sweeps, dusts, etc. During the remainder of the twenty-four hours, he may rest and relax subject to the requests of his passengers for

information, etc. All these road service employees are paid for twenty and one-half (20½) hours' service a day.

I am unable to accept the contention of the Brotherhood that these road service employees should be on duty only 208 hours a month.

2. The Brotherhood also ask that overtime work be paid for at one and one half times the pro rata rate instead of at the pro rata rate, such overtime rates to be paid after 208 hours work in any month. They describe this as 'punitive' overtime intended to induce the railway company to limit the work of each employee to 208 hours. Their purpose is not to get more pay for any employee but to decrease the hours worked by all employees. All passenger road service employees are paid overtime on a pro rata basis only.

No evidence was submitted to show that the road service assignments unfairly penalized any employee. Some 152 employees work less than 208 hours but are paid for the full month and all assignments are allotted on a seniority basis. The railway officials are, in my opinion, doing their best to allot the work fairly and there is no need of any 'punitive' provision.

3. The Brotherhood further asks that employees be credited with continuous time less rest periods (3 to 3½ hours in 24) while dead-heading on railway business; held at away-from-home terminals beyond regular time, held out of service en route; and detained at away-from-home points on special movements instead of the present twelve hours for each 24 hour period while dead-heading and eight hours for each 24 hour period under the circumstances above mentioned.

This loss of time is incidental to the employment. It is not caused by the fault of the railway company. It seems to me that the present fifty-fifty arrangement under which the employee is paid for twelve hours without work out of twenty-four idle hours is fair and reasonable but it should apply in all circumstances. This is the practice of the Canadian Pacific Railway Company.

I would recommend that the employees be credited with twelve hours time for each twenty-four (24) hour period while held at away-from-home terminals beyond regular time, held out of service en route, and detained at away-from-home points on special movements, as well as while dead-heading.

4. The Brotherhood ask that work performed on statutory holidays shall be paid for at one and one half times the regular pro rata rate and not at pro rata rate as at present. In industry the employer can close his plant on statutory holidays and avoid overtime. The railways must run on statutory

holidays as on other days. The loss of the holiday is incidental to the employment on a railway. I do not recommend this change.

5. The Brotherhood asked that there should be no graded rates for length of service for dining car steward, dining car chef, cafe car steward, cafe car chef, second cook, sleeping and parlour car conductors and sleeping and parlour car porters. I can see no objection to higher remuneration for more experienced employees.

6. The Brotherhood asked that the hourly rate of pay be determined by dividing the monthly rate by 208 instead of 240. I have dealt with this in paragraph No. 1 above.

All of which is respectfully submitted.

Dated at Winnipeg, this eleventh day of October, 1947.

(Sgd.) G. B. O'CONNOR,
Chairman.

I concur in the result of this report in order to make it a report of the majority of the members of the Board.

(Sgd.) C. W. JOHNSTON,
Member.

Minority Report

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

I regret that I am unable to concur in the result of the majority report with respect to the issues treated in paragraphs 1, 2, and 6.

1. The primary question in dispute is the basic work-month that may be appropriate, under existing working conditions and practice, for the classifications of employees concerned.

The railway denies the Brotherhood's contention that the present standard work-month of 240 hours governing these employees should be reduced to 208 hours. Both parties appear to accept 26 calendar work-days as a computing expression for the standard work-month. And both parties appear to accept eight hours as being in general a measure of a standard work-day. They differ, however, as to the relevance of a standard work-day as a computing unit to determine the equivalent of 26 calendar work-days in terms of hours. The issue involves two fundamentally different approaches. But while this difference of approach may, indeed, be representative of "the usual approach to the problem of shorter hours by labour and industry respectively," this does not justify its uncritical dismissal as such.

The work-day is usually considered to be that proportion of each 24-hour period during

which the employee is actively and directly engaged in the performance of service for his employer. Where active employment must extend over a major portion or even beyond the 24-hour period, and where such employment is to be computed in work-days, the reduction of aggregate hours worked to work-days presupposes the stipulation of a standard work-day. On the other hand, given the standard work-month in terms of work-days, a determinate equivalent in hours is usually assumed, and varies with the definition of the standard work-day in terms of hours. In either case, the concept and measure of a standard work-day is essential, and, for a variety of reasons, has been generally accepted.

The Brotherhood contends that the standard work-month should be computed from a standard work-day of eight hours. Having regard to the general acceptance of eight hours (or less) as the measure of a standard work-day in industry, and, indeed, its application by the railway itself in other classifications, this contention might well be allowed.

The railway, however, appears to be of at least two "minds" with respect to the use both of a standard work-day, and a standard work-day of eight hours. For while denying its application in the determination of a standard work-month for these employees, the railway apparently does find it expedient to have some reference to the standard in other matters affecting their compensation.

Where, for example, these employees are held at away-from-home terminals beyond the established off-duty period, or detained out of service at a point en route, or detained at away-from-home points on special movements having no established off-duty periods, the railway credits them with eight hours for each 24 hours involved under such circumstances. This compensation for loss of time, held to be incidental to the employment, and to be distinguished from compensation for continuous time in active service, is recognition at least of the "passive" employment of the individuals concerned. And such "passive" employment over each 24-hour period is apparently reducible to, and held to be the equivalent of eight hours of regular active employment.

This practice suggests that while the railway may consider a standard work-day of eight hours inapplicable as a measure of the active employment of this group of employees, it does find it convenient to apply such a measure to their "passive" employment. But if a work-day as such, and one equivalent to eight hours, is admissible for each 24-hour period of "passive" employment, it should at least be possible to envisage work-day equivalents for

each 24-hour period of active employment. And from this treatment of "passive" employment, the work-day for active employment could scarcely exceed eight hours.

Again the railway no doubt finds in the decisions of the National War Labour Board once governing this matter, authoritative encouragement in its own position. However, the fact that the Board may have had occasion in 1944 to deny the Brotherhood's request for a basic month of 208 hours, did not prevent it from ordering at the same time upward adjustments in rates of pay which, for these monthly rated employees, were based on the assumption of an eight-hour day and a 208-hour month. While 240 hours served to define the hours equivalent of the basic month, 240 hours are, in effect, assumed to be 208 hours for the purpose of defining increases in the monthly rate of pay. Reference to the decisions of the National War Labour Board in the matter will scarcely lend consistency to the railway's position.

The railway, however, also contends that the service performed by these employees is not of the same category as that performed by employees where eight hours may be regarded as the measure of a standard work-day, and 208 hours a standard work-month. This is only to say that the nature of the service required of these employees differs from that of other occupations. The implication intended is that the service performed is not as arduous or continuous during the period of its performance as in other occupations.

However, because of the very circumstances which in fact do differentiate this type of service from others, it cannot be said that its performance is any less arduous or, for that matter, less continuous. And any significant difference in such matters as qualifications or responsibilities is largely a question of wage differentials.

In view particularly of the operating conditions and the protracted periods of duty during the complete cycle of an assignment from departure to arrival at home terminal, it cannot be inferred even from a cursory description of the duties involved that the service performed is essentially casual and intermittent with "the remainder of the twenty-four hours for rest and relaxation." If the allowances specified in the present Agreement are any indication of the maximum time which the railway feels it can allow for off-duty rest en route, they would also indicate a very substantial remainder of on-duty hours. And it is reasonable to assume that the extent of these hours of duty must have some relation

to the extent of the demands upon the service of these employees.

The degree of continuity in the actual performance of the services involved will vary. But as far as the railway or the travelling public is concerned, availability for the performance of service is also a performance of service. And under the operating conditions of a railway service, availability for the performance of service cannot be identified with freedom for rest and relaxation.

It is also the railway's contention that a maximum work-day of eight hours for these employees is "neither feasible nor workable." The real issue appears to lie in this contention. For the Brotherhood does not request that a day's work in road service be limited to eight hours. It requests that a work-day in the service be defined as eight hours, and that on the basis of a 26 calendar work-day month, this be the initial unit from which the basic monthly equivalent of hours be derived. The railway's objection to this appears to be that the present practice of defining the work-month directly in terms of aggregate hours is more feasible and more appropriate to the nature of the service; and further, that this monthly aggregate should be the average of the hours actually worked per month by all the employees concerned, as it now in fact is.

Thus the fundamental issue dividing both parties appears to lie in the choice of the appropriate criterion by which the basic month is to be determined. The criterion advanced by the Brotherhood is the eight hour work-day now generally accepted as a standard work-day; that of the railway appears to be the exigencies of the railway road service as reflected in the prevailing average of actual hours worked over the month on the assignments in question.

To the extent that the Brotherhood's contention may be premised upon an external principle, now generally accepted, the railway's contention may be said to stem from an expediency internal to the operating conditions of its system. But where the strength of principle and the limitation of practice appear to conflict, it is usual to expect their mutual adjustment first in terms of practice rather than principle. And this would certainly be the case where, as in this instance, the conflict seems to be more apparent than real. Here the technical difficulty of establishing precisely an actual basic work-month of 208 hours is not so great as to preclude its establishment as the criterion of the basic work-month. In constructing its estimates of the cost of a 208-hour basic work-month, the railway has shown that it is quite possible to organize assignments

having a reasonably close reference to this or other criteria of a basic work-month. In fact, the criterion of a basic work-month of 208 hours is both feasible and workable.

A further and perhaps equally important aspect of the Brotherhood's request for a shorter basic work-month is its contention that the away-from-home hours of the employees concerned are usually disproportionate to the remaining hours at home. In one case cited it was shown that for a typical assignment of a sleeping car porter between Montreal and Winnipeg, the time spent away from home was 442 hours and 40 minutes compared with 325 hours and 20 minutes at home during a 32-day period. The objection is apparently two-fold: not only is the time at home an unduly small proportion of the given working period, but also, as such time at home necessarily cannot be related directly to work time away from home in the usual sense of being contained within the normal working day, it is even less adequate than its quantitative disproportion would suggest.

The fact that time away from home includes hours off duty as well as on duty does not alter the fact that it is time away from home, and all that is implied in terms of the domestic leisure and enjoyment that any employee is presumably justified in regarding as an essential product of his labour.

The relation between work and leisure may not be a usual or explicit aspect of the evaluation of most occupations, but it is implicit in all cases, and in this instance appears to be of more than usual significance. It is true that the nature of the service requires a disproportionate time spent away from home as compared with other occupations. Yet for this very reason, and given the technical possibilities governing assignments, the basic work-month should be such as to minimize the disproportion. From this point of view, a standard work-month of 208 hours may again be recommended as both justifiable and feasible.

It is pointed out that many of these employees have now seven or eight days a month at home on the 240-hour basis and would have twelve to fifteen days per month at home on the 208-hour basis. This might suggest that seven or eight days a month at home represents a reasonable proportion of the month for time at home; and there could be the further implication that the definition of the basic month should therefore be governed by what is deemed an appropriate number of days for leisure at home.

The normal circumstances of other occupations could easily give the impression that twelve to fifteen days per month at home is

unusual. But however unusual, this would not therefore be unreasonable when considered, as it should be, in terms of the unusual circumstances of the railway road service. As a measure of the aggregate work performed, the work-month for any occupation is considerably less than the calendar month. And if from the nature of this occupation the work-month extends over less working days than may be usual, it is still reasonable and equally legitimate to allow as leisure time the remaining days off work. Moreover, given the technical possibilities governing assignments, the conditions of work and rest periods peculiar to the railway service would suggest that a maximum of these days off work should be available for leisure at home, however unusual may be their number or distribution over the month.

2. The Brotherhood's request for an overtime rate of one and one-half times the *pro rata* rate is also apparently premised upon the generally accepted practice in industries having a standard work-day. The intention is to insure that the actual work-month will conform as closely as possible with the standard work-month.

To pay the same rate for time worked beyond the basic month as for time worked during the basic month is to deny the existence of overtime in the accepted sense of the term, and, in effect, to rob the measure of a basic month of its intent and practical significance. The basic work-month becomes the actual work-month of each individual employee. Considering that almost one-third of the assignments are in excess of the present basic month of 240 hours, there is some justice to the Brotherhood's request.

But again, as in the case of the basic month, the issue arises out of the problem of reconciling accepted principle with the apparent limitation of practice. And in this case the practical limitations may be given greater weight. It must be admitted that in this instance the technical impossibility of organizing assignments to conform precisely with a given basic month has greater significance; and further, that being a difficulty inherent in the nature of the service, it is a difficulty beyond the railway's control.

The fact that assignments necessarily vary in the degree to which they conform to the basic month means that both railway and employees are penalized. For those assignments of less than the basic month yet paid the monthly rate, the railway in paying for hours not actually worked is paying a premium rate for hours actually worked. In this case the railway is penalized, and the employees concerned are in a sense bonused to the extent

of the premium in the rate paid per hour worked.

On the other hand, for those assignments of more than the basic month and paid the monthly rate plus overtime at a *pro rata* rate, the employee is penalized in the sense that the basic month has, in effect, no application in his case. The aggregate earnings of such an employee will be greater than the basic monthly rate, but as the difference is computed at a *pro rata* rate, there is no change, as is usually the case with overtime, in the rate of increase in his aggregate earnings to compensate for the fact that he works beyond the basic month.

For the stipulation of a basic month to have any significance for an employee working overtime, his aggregate earnings should increase at a greater rate for the overtime worked. Otherwise, the employee is penalized, and particularly in such an extreme case as the "seven day trip" required of some dining car crews operating between Halifax and Montreal and working approximately 273 hours a month. Such an employee will also be penalized if working overtime at *pro rata* rates when other employees working less than the basic month are in consequence earning premium rates for time worked.

To say that this apparent penalization of the employee is mitigated by the fact that assignments are allotted on a seniority basis, is to suggest that such employees while working overtime at *pro rata* rates will eventually through increasing seniority gain access to assignments yielding premium rates, and thus through the course of employment will earn indirectly the premium rate normally paid directly with overtime.

This may be a possibility for the average employee taken as a member of the entire group of employees. It is, however, only a possibility on the assumption that his increasing seniority does in fact give him access to assignments having premium rates, and on the further assumption that it is practical and even desirable to have relatively homogeneous seniority for any given assignment. Both assumptions are questionable, and particularly the seniority assumption where, indeed, it is likely that the more normal tendency for mobility to vary inversely with seniority will prevail.

However, some consideration must be given to the fact that the individual employee working overtime is also a member of the group within which some employees work less than the basic month and hence are paid for premium time. Given a basic month which applies to all employees and for which a monthly rate is paid, the variation in indi-

vidual assignments above and below the basic month will mean that the group can, and in fact does, work less aggregate hours than the basic group aggregate of hours required. This group deficiency in hours worked will be the excess of group premium time over group overtime.

But at the same time, the groups aggregate earnings will include earnings for total premium time not worked and earnings for overtime worked. Thus for the group as a whole, the ratio of the total premium time component plus the overtime component of aggregate earnings to the group aggregate of overtime worked could measure the group premium rate for group overtime worked within the group. And it can be shown, given the variations in individual assignments arising with the establishment of a basic month of 208 hours, that in theory, for the group as a whole the rate for overtime within the group could be over twice the *pro rata* rate.

To the extent, therefore, that the railway must consider its operations as a whole, it will be justified in holding that the appropriate rate for group overtime worked is more than paid, being paid indirectly through its payment of group premium time.

In practice, however, the position of the individual employee working overtime is to be distinguished from the position of the group as a whole within which overtime is worked. The indirect accumulation of premium time for overtime worked which may be possible for the group as a whole, is by no means as certain, automatic, or as proportionate for a given individual working overtime. And to this extent some provision of a premium rate to be paid directly for overtime is justifiable.

The railway may already be more than appropriately penalized for the overtime of the group, but this is not to say that the individual employee is thereby sufficiently compensated for his overtime worked. And yet just as it may be reasonable to expect the railway to be concerned with the individual employee as well as with the group as a whole, so the individual employee must be expected to have some reference to his status as a member of the group as well as to his personal status as an individual employee. Thus if the railway may be expected to pay a premium rate directly for overtime worked by the individual employee, the individual employee in turn may be expected to qualify his claim to an immediate and direct premium rate for his individual overtime. Whatever additional penalization this may imply for both would, in a sense, cancel out.

Accordingly, since from the point of view of the railway the group is already paid indirectly group premium time for group overtime, the payment directly of a premium rate for individual overtime should not begin until the group as a whole has, in a sense, at least partly "worked off" the group premium time for which the group is indirectly paid. This is merely to apply the individual-group relationship, this time giving due weight to the claims of the individual employee working overtime; and accordingly, to imply that to the same extent that any individual who happens to work overtime may be assumed to participate eventually in group premium time, it should also be assumed that any individual in the group should be considered eligible to bear an equal share of the group premium to be "worked off".

Nor is this to assume that the group premium time will in fact be worked off from the point of view of the railway; it is merely to use the extent of group premium time as

an index of the individual overtime to be worked before the direct payment of a premium overtime rate to the individual may be justified. It is an attempt to reconcile the fact of individual penalty with individual overtime with the railway's penalty because of group premium time.

Thus for the individual working beyond the basic month of 208 hours, overtime should be paid at one and one-half times the *pro rata* rate when the overtime worked exceeds the individual's share of the total group premium time when distributed equally over the group. From data submitted by the railway based upon a ten per cent sample of the group, it may be suggested that such premium rate for overtime be paid when the employee has worked something in the neighbourhood of 220 hours.

All of which is respectfully submitted.

(Sgd.) JOHN E. L. GRAHAM,
Member.

Report of Conciliation Board in Dispute between Canadian National Steamships (Pacific), Canadian National Railways (B.C. Coast & Lakes Barge & Ferry Service), Canadian Pacific Railway Co. (B.C. Coast Steamship Service), Union Steamships Ltd., and Frank Waterhouse & Co. Ltd., and Canadian Merchant Service Guild (TLC)

On October 11, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: H. A. Beckwith, Victoria, Chairman, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, W. H. M. Haldane, Victoria, and S. M. Jamieson, Ph.D., Vancouver, appointed on the nomination of the employer and employees respectively.

Report of Board

The Conciliation Board appointed by the Minister of Labour on the 7th day of August, 1947, with reference to a dispute between the above-named Companies and their Masters and Deck Officers represented by the Canadian Merchant Service Guild has held sittings with the Parties on September 19, 22, 23, 24, 25 and 26, and since that time has sat as a Board for consideration of this report on the 4th and 5th days of October, 1947.

The Parties were represented as follows:

Canadian Merchant Service Guild—G. F. Bullock, Secretary; N. A. MacDonald, Business Agent.

Canadian Pacific Railway Company—Capt. J. T. Hamilton, Marine Superintendent; S. M. Gossage, Assistant Manager of Personnel.

Canadian National Railways and Canadian National Steamship Company, Limited—G. A. MacMillan, Superintendent; P. E. Ayrhart, Assistant to Director of Labour Relations.

Union Steamships Limited and Frank Waterhouse & Company, Limited—G. O. McBean, Managing Director; Capt. E. Suffield, Marine Superintendent; P. W. Lawrey, Personnel Officer.

The subject matter of the dispute included ten items affecting all Companies concerned, and in addition to these ten items, there was in the case of each Company a number of issues which were referred to as Domestic Issues, i.e., affecting only that particular Company.

Evidence was presented and all issues thoroughly discussed and argued before us, with the exception of some of the Domestic Issues which affected Canadian National, Union Steamships and Waterhouse. On September 26, as it had become apparent that some of the Domestic Issues and some of the other working condition issues might perhaps be settled by direct negotiation, the Board allowed the Parties to meet informally during the day for this purpose. The result proved that this was a fortunate move, as when the Board met again for its evening session, we were very pleased to receive a report that all of the Domestic Issues had been disposed of, together

with seven of the major issues. Full particulars of the issues in question and manner in which they were disposed of follow:

GENERAL ISSUES

1. **STATUTORY HOLIDAYS:** Masters and Mates do not receive any compensation for working on legal holidays. Guild requested one leave day with pay for each Statutory Holiday worked. Leave days to be accumulated and granted at some other time, as mutually arranged.

Result: No Agreement, and this item was left for the Board.

2. **EIGHT-HOUR DAY:** The eight-hour day shall be recognized as the basis for working conditions under this Agreement.

Result: Understanding arrived at. Item withdrawn from consideration.

3. **EXCESSIVE HOURS ON DUTY:** When it is necessary on any occasion for a Deck Officer, during his off watch hours, to be on duty as an Officer, he shall, in cases of this nature, receive additional time off to compensate for such time worked on the basis of one day's extra leave with pay for every six hours work so performed. Minimum overtime period—one hour.

Result: Understanding arrived at and item withdrawn from Board.

4. **OVERTIME:** If a Deck Officer performs duties other than his regular duties as an Officer, such as driving winches or tractors, tending hatch or working cargo, whether it is his watch on deck or his watch below, he shall be paid overtime at the rate of \$1.25 per hour. Minimum overtime period—one hour.

Result: Understanding arrived at and withdrawn from Board.

5. **SICK LEAVE:** That Masters and Deck Officers be granted fourteen (14) days' sick leave with pay in any calendar year. This sick leave period with pay to be increased according to length of service.

Result: No agreement. Item left for Board.

6. **LEAVE DAYS:** Present Agreement calls for one day off in every seven (i.e., work six days then one day off with pay). The Guild requests that a leave day or the first leave day of several accumulated days, shall commence after an eight-hour watch below. This permits a rest period when coming off watch before commencing a day off.

Result: Understanding arrived at. Item withdrawn from Board.

7. **MASTER'S LEAVE:** That all Masters be granted a minimum of seven (7) leave days each calendar month, and that no Master shall receive a lesser number of leave days than his Deck Officers.

Result: Understanding arrived at. Withdrawn from Board.

8. **PORT WATCHES:** That on any route, port watches may be broken at the discretion of the Master. This permits Deck Officers to relieve one another when ship is in Port.

Result: Understanding arrived at. Withdrawn from Board.

9. **UNIFORMS:** That Masters and Deck Officers required to wear a uniform be granted one complete uniform each calendar year and one bridge coat every five years.

Result: Withdrawn from Board by Agreement.

10. **RATES OF PAY:** The Guild requests that all present rates of pay for Masters and Deck Officers be increased by 15 per cent.

Result: No agreement arrived at. This item left for the Board.

DOMESTIC ISSUES

B.C. Coast Steamship Service—Passenger Services

PRINCESS MARY: That the rates paid the Master on the *Princess Mary*, while on the Powell River-Gulf Islands Route, be the same as those paid on the *Princess Elaine* on the Nanaimo Route.

Result: Withdrawn—to be handled by direct negotiation.

MOTOR PRINCESS: That this ship carry two Deck Officers namely, a First and Second Mate, at all times when in commission.

Result: Understanding arrived at. Withdrawn from Board.

RANK STRIPES: That all uniforms carry the standard rank stripes.

Result: Understanding arrived at. Withdrawn from Board.

B.C. Coast Steamship Service—Towboats

UNIFORMS: Item 9 of requests: Towboat Masters and Mates should be granted a Cap, Pea Jacket and a clothing allowance of \$25.00 per year.

Result: Understanding arrived at. Withdrawn from Board.

LEAVE: That the minimum leave allowance for C.P.R. Towboat Masters and Mates shall be a minimum of seven leave days with pay each month as now called for in the B.C. Coast Towboat Agreement.

Result: Withdrawn from consideration by the Board.

DANGER MONEY: That Masters, Mates and Barge Masters shall be paid danger money while loading explosives and acids. During these periods the overtime rate shall be \$1.60 per hour. Minimum overtime period one hour. No car barge to carry acids and powder at the same time.

Result: Withdrawn by Mr. Bullock.

Canadian National Barge and Ferry Service

Three issues referred to in report of Conciliation Officer and headed "Shorthanded," "Disputes and Appeals," "Annual Leave," together with eight items headed "Working Conditions" and a further item headed "Termination."

Result: All of these issues were settled by negotiation and withdrawn from consideration by the Board.

Union Steamships, Limited

Three items headed "Pensions," "Subsistence" and "Appeals."

Result: All withdrawn from consideration by the Board, the parties having arrived at an understanding satisfactory to both sides. This is subject to the suggestion, with which the Board gladly agrees, that we recommend to the Guild and to the Company that they consider together the possibility of establishing some form of pension scheme, and that we feel that it is desirable that something of the kind should be established when possible and to the extent possible.

Frank Waterhouse & Company

Five issues headed "Leave," "Seniority," "Disputes and Appeals," "Subsistence" and "Termination."

Result: On all of these items an understanding was arrived at and the items were withdrawn from the Board's consideration.

In connection with the items upon which agreement was reached, I refer to the transcript of the proceedings, pages 430 and 434, from which it will be seen that both parties agreed that the Board should not take these settlements into consideration as representing concessions made by either side.

It will be seen that a very substantial part of the dispute was settled to the satisfaction of the parties and I feel that I should comment not only that the Board were very gratified at the result, but that I think it proves the value of the method followed by us in assisting the parties to discuss the items fully in an open sitting and then to talk privately about them. As to many of the items which were settled in this way, it appeared during argument that the parties were very far apart, but the fact that they had talked out fully and had heard the other side fully talked out apparently had the necessary result.

In consequence of the above disposition of items there remained for consideration by the Board Items 1, 5, and 10. I propose to deal with these items in order and make my observations and recommendations with reference thereto.

STATUTORY HOLIDAYS—ITEM 1

At first thought, the argument presented by the Guild is rather appealing, namely, that if an Officer is called upon to be on duty on a Statutory Holiday he should be compensated by having a day off at some other time. On reflection, I have come to the conclusion, however, that the question is not quite so simple. The fact that a Master or Deck Officer will be quite likely to have to be on duty on Statutory Holidays is inherent in the nature of the service, and is what he faced when he decided to follow that occupation. From the evidence, it seems to me quite clear that to compensate for this disadvantage in the occupation there are many advantages, and, viewing the evidence as a whole, I am impressed with the fact that when you consider leave days in the technical sense and the other periods of time free of the ship which are not included in the calculation of leave days, and the additional leisure time which is enjoyed from time to time by Master or Deck Officer, the men in question have no serious ground for complaining of their situa-

tion. I feel, therefore, that no ground has been established for the inclusion of this item in any agreement.

SICK LEAVE—ITEM 5

As in the previous item, the first reaction is one of sympathy, for it is quite a plausible argument to say that if a man is compelled by sickness to be absent from work he should not lose pay by reason thereof. I feel, however, that the case for the Guild has not been made out because no cases of actual hardship were cited to us and no figures were given as to the incidence of illness. In fact, apart from the testimony of one officer who said that in twenty years he had been absent for a day or so at a time on two occasions, the only direct evidence with regard to the situation was given by Captain Caldwell and the effect of his evidence was that in the ordinary practice, if a man were taken sick while on the way between Prince Rupert and Vancouver, provision would be made for taking care of his watches, and if he had to leave the ship at Rupert and miss the trip, a general adjusting of personnel would be arranged and apparently the difference would be absorbed. The answer of the Companies was that while individual cases might be sympathetically dealt with, it would be unwise and unfair to place in the agreement a clause under which these men would be entitled to take a minimum of fourteen days each year rising to considerably more according to length of service, and that this would be so for two reasons:

(a) that it would be only human nature for the men concerned to take time off on account of their sick leave on very slight excuse, so long as they were not losing wages, and

(b) that granting of this concession to one branch of the service would make it necessary for the same concession to be made throughout, and the cost would be prohibitive. I am also mindful of the fact that in the case of the Masters and Deck Officers, concessions are made either in the way of compensating leave or special pay whenever they go beyond their hours of duty or perform services beyond the scope of their position; there is some merit at least in the argument that if they are to be compensated whenever they give more than full measure they should not expect to give any less than full measure on their part. Once again I also comment that the compensating advantages of the situation appear to me to balance the absence of a sick leave allowance. I would therefore not be in favour of allowing this item.

WAGE INCREASE—ITEM 10

In connection with this item, I am quite in sympathy with the argument based on the increased cost of living, but at the same time my sympathy has always been, in such situations, with those in the lower brackets who suffer a real hardship when the cost of living rises. When the situation of these applicants is fully considered I cannot be convinced that they are justified in classing themselves as in the lower brackets to that extent. It is worthy of comment that when the cost-of-living bonus was introduced as a wartime measure, it only applied to those whose income was less than \$2,500.

In considering the situation of these applicants, it should be borne in mind that the monetary value of their positions is very substantially beyond the actual amount of their monthly wage. In addition, thereto, a Master or Deck Officer in the C.P.R. service has the following incidental benefits:

(a) Leave with pay, which amounts, according to the schedule filed with us as an exhibit, to a minimum of 64 days, which is very substantially increased indeed in the case of a great many officers, and which in practically every case must be increased by adding time free of the ship, which is not technically counted as leave; as an instance of this, I refer to the current C.P.R. agreement under which an officer whose time for leave arrives when he is in Vancouver is entitled to be transported to his home town of Victoria, if he happens to live here, and his leave does not actually commence until he reaches port in Victoria. In this same connection there are periods of leisure from time to time during watches which are not enjoyed in many other occupations.

(b) There is an assurance of comparatively continuous employment; there may be an occasional step-down in rank, but there is nothing to compare to the periodical lay-off which is experienced in many other occupations.

(c) There is the advantage of a pension scheme to which the Company contributes very materially.

(d) These men receive free board with lodging while on their ships, and board alone has, in my opinion, a value in excess of \$26 per month, assuming twenty-six working days, to which should be added a saving in laundry expense and in household expense consequent upon the fact that the man is only in his home a portion of the time. Mr. Bullock was not prepared to concede that this item had any value, but I am afraid that I must disagree

with him and point out, as I did at the hearing, that it actually represents so many eggs, so many pounds of meat, so many potatoes, and so much milk and butter every week which the housewife does not have to purchase because it is being furnished by the employer.

(e) Transportation privileges which were explained at length by Mr. Gossage and Mr. Tyson on pages 447 and 449.

(f) There are allowances for excessive hours on duty and pay in the form of a bonus when an officer is called upon to do work that does not fall within his scope. I checked with the representative of the Canadian National and ascertained that their provisions corresponded and in some respects were slightly more generous. The Union and Waterhouse have no pension scheme, but they have provisions in connection with life insurance and sickness and accident insurance which are of benefit to the employee, and other concessions which the evidence showed were made by these two Companies balance the scale so that roughly their employees are in substantially as favourable a situation. In connection with these items, it should not be overlooked that one substantial feature of the increased cost of living is the increased cost of food, and for this reason much weight attaches to the fact that these men get most of their meals on board ship. I am also impressed with the fact that the Companies have not been making money and that the operating surplus shown by the Canadian Pacific was calculated without taking into account depreciation or other ordinary capital charges. In this connection, it cannot be forgotten that the shareholders of the Canadian National are the people of Canada, and that the shareholders of the Canadian Pacific include a substantial percentage of people who have put part of their life savings into the stock of that company and are in many cases much worse off than many applicants. These circumstances would not justify a refusal to raise a man beyond the point where his wages would not enable him to live consistently well with his station in life; but they do represent a ground for proceeding with caution. I have in mind in that connection the fact also that two of these Companies are parts of a nationwide transportation system involving rail and water, and there is a good deal of merit in the suggestion by them that any increase would have to be made general. I have also in mind the fact that these men received a wartime cost-of-living bonus and a further increase which became effective in June of last year, which had the effect of raising (in terms of percentage) the lower officers very substan-

tially in the scale and made a very definite difference even in the pay of masters. I feel, therefore, that although the present agreement should perhaps include some adjustment upward in wages, the increase of 15 per cent requested by the Guild is not justified, and after careful thought I have come to the conclusion that the greatest increase I can recommend will be 6 per cent.

In conclusion, I should like to refer to the fact that considerable was said to the Board about another Board having recommended an increase of 15 per cent in the case of the engineers in the service of the same Companies. We were informed that this recommendation has not been accepted by the Companies and it is common knowledge, of which I think this Board is entitled to take notice, that the matter is still the subject of controversy. I cannot feel that the finding of another Board of Conciliation, based upon evidence of which I know nothing, should affect my decision.

I should like to add a word by way of comment with reference to the friendly attitude adopted by all parties to this dispute in the course of our proceedings. All the discussions were conducted without any show of heat and even the testimony of the witnesses was given in the same way and in many instances it was noteworthy that a spokesman or a witness, when faced with a troublesome question, gave frankly and without hesitation an answer which involved a concession on his part. Many instances of this could be quoted, but it is sufficient for me to say that the proceedings were, as one member of our Board remarked, in a true sense a conciliation meeting.

Transmitted herewith are:

- (a) Minutes of the first meeting.
- (b) Typewritten transcript of subsequent proceedings.
- (c) Briefs filed by the parties.
- (d) Original exhibits.

In view of the report of Mr. Haldane, which is attached hereto, it follows that the foregoing may be regarded as the majority report of the Board. Dr. Jamieson, the third member of the Board, presents a minority report, which is likewise attached.

Dated at Victoria, B.C. this 9th day of October, 1947.

(Sgd.) H. A. BECKWITH,
Chairman

Report of Mr. Haldane

I have had the advantage of reading the report made herein by Mr. H. A. Beckwith.

During the course of the proceedings, including the meetings held by the Board itself on the 5th and 6th instant, I was not impressed that a case had been made out by the Guild for any one or more of the contentions advanced by the Guild, and which were ultimately left for consideration by the Board, namely:—

Item 1—Statutory Holidays

Item 5—Sick Leave

Item 10—Wage Increases

However, with regard to Item 10, Wage Increases, I feel I should give some consideration to increased costs of living, despite the evidence submitted by the Companies as to operating losses and/or decreased and apparently decreasing net operating revenues. Accordingly, I have decided to agree with the over-all wage increase of six per cent suggested by Mr. Beckwith.

It follows that I am in full agreement with the report made by Mr. Beckwith.

I think I should add, for what it is worth, that in my opinion the whole tariff structure, both for passenger and freight, should be revised upward, to the end that ultimately a fair return may be received by the Companies, permitting possibly the ability on the part of the Companies to make the whole or some part of the concessions requested by the Guild, and not recommended in Mr. Beckwith's report.

Dated at Victoria, British Columbia, this 7th day of October, 1947.

(Sgd.) W. H. M. HALDANE
Employer Member.

Minority Report

Evidence brought out in the hearings of this Conciliation Board indicates that while deck officers employed by the above companies continue to enjoy, as they have in the past, certain traditional perquisites (such as subsistence and travel benefits) which employees of most other industries do not, these benefits appear to be in the category of partial compensations for the special disadvantages inherent in maritime occupations—particularly the fact that most of the employees' leave has to be spent aboard ship, with the consequent limited opportunities for home life.

As regards rates of pay, hours of work and leave on holidays—the main issues coming

before this Board—the available evidence indicates, to me at least, that masters and deck officers have suffered a relative decline in status in recent years. In this connection, labour standards enforced by legislation or union agreements in industries and occupations of similar status in British Columbia would seem to be the proper basis for comparison, rather than the railway industry in Canada as a whole, as representatives of the employing companies contend in this case. Coast shipping is essentially provincial or regional in its operations, and the employees are permanent residents of this Province. Where the 44-hour week, statutory holidays and overtime pay now apply to all but a few industries and occupations in British Columbia, masters and deck officers employed by the above four shipping companies work a 48-hour week, receive extra leave on a pro-rata basis for working extra hours beyond forty-eight, and receive no allowances for working on statutory holidays except in a few special circumstances. Rates of pay for deck officers appear to have fallen behind those for comparable occupations ashore, while the cost-of-living has risen by 15 per cent or more since June, 1946, the date on which masters and deck officers received their last adjustment in pay.

In the light of these developments the Merchant Guild's demands for a 15 per cent increase in pay and allowances for statutory holidays and sick leave would seem reasonable. Two other recent developments would appear to further justify their demands: *viz.* (1) the 30 per cent increase in freight rates recently applied by the employing companies to their B.C. coast shipping operations; and (2) the majority report of a recent Conciliation Board recommending, for marine engineers employed by the same four coast shipping companies, a 15 per cent wage increase, a 44-hour week as soon as practicable, and in principle a contributory system of sick leave insurance. These marine engineers now have almost identical status, hours of work and rates of pay graded according to rank as have the deck officers belonging to the Merchant Service Guild.

In view of these developments, the officers and members of the Guild do not appear to be amenable to any substantial reduction in their demands. On the other hand, evidence presented by the employing companies clearly indicates that they have been operating at a deficit, or at best a precariously slim margin

of return on their investment. For this reason in particular they have made it clear that they are unwilling to grant such increases in pay and holiday allowances as representatives of the Guild feel to be the minima acceptable to their members.

In this situation the members of the Conciliation Board were agreed, I believe, that the only basis for settling the dispute is a compromise arrangement, though as far as one can judge the present moods of the contending parties, any such compromise or compromises that members of the Board might recommend would be unacceptable to one or the other or both. For my part, I felt that the discussions among the members of the Conciliation Board were carried on in the friendliest possible terms. We failed, however, to agree on just what compromise arrangement should be recommended. Specifically, the minimum gains in rates of pay and holidays that I felt should be recommended as a compromise for settling the dispute were somewhat higher than those which the Chairman and the employer's nominee on the Board felt that they could recommend, and we were thus unable to reach unanimous agreement.

After serious consideration and discussion with the other members of the Board, as a suitable compromise I beg to submit the following *recommendations*:

1. An increase in rates of pay of 10 per cent to masters and certificated deck officers.
2. Leave days equivalent to the (seven) statutory holidays on which masters and deck officers are called upon to work.

No definite recommendations are made as regards sick leave with pay, as a sufficient case has not been made for it.

While beyond the scope or powers of a Conciliation Board of this kind, I should nevertheless like to recommend that the rates allowed by the Federal Government for carrying of passengers and freight on the Pacific Coast be established, as far as possible, on a basis that will enable the employing companies to meet the labour standards of British Columbia as regards rates of pay, hours of work and holidays and at the same time to earn a reasonable return on their investment.

Respectfully submitted,

(Sgd.) STUART M. JAMIESON
Employee Member

Report of Conciliation Board in Dispute between Coniaurum Mines Ltd., Schumacher, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCCL)

On October 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, K. C. Gray, Kirkland Lake, and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

Your Conciliation Board now begs leave to report.

The Sittings of this Board were held at Timmins, Ontario, on the 8th of July, 1947.

The Chairman and Messrs. G. M. Desaulniers and K. C. Gray, members of the Board, were present at the Sittings.

The Company was represented by Messrs. W. Omar Lafontaine, J. C. Kirkland and O. F. Carter and the Union was represented by Messrs. L. A. Behie (International Representative), Ivan Vachon, J. R. Carlin and G. Andrews.

The Collective Bargaining Agreement between the Union and the Company was entered into on the 18th of December, 1945, and on the expiration of the Agreement there were negotiations for renewal which failed and the Agreement has now lapsed.

In this Conciliation there are seven issues outstanding as follows:—

1. No Discrimination Clause.
2. Adjustment of Complaints and Grievance Procedure.
3. Hours of work and Overtime, and Statutory Holidays.
4. Wages and Shift Differentials.
5. Vacations with Pay.
6. Union Security or Check-off.
7. Opening Wage Clause.

The issues in dispute will be dealt with in the order in which they are above set out.

1. NO DISCRIMINATION CLAUSE

The Union filed a copy of the proposals which were made by the Union to the Company. Attached to these proposals is an

Exhibit marked "A" setting forth the "No Discrimination Clause" which they asked for instead of the clause as contained in the former Agreement.

The Board is not prepared to recommend in favour of the new clause as proposed by the Union. We are of the opinion that the former clause, which was Article 4 in the Agreement dated the 18th of December, 1945, is a reasonable one and sufficient to protect the interests of all parties and therefore recommend the adoption of that clause.

2. ADJUSTMENT OF COMPLAINTS AND GRIEVANCE PROCEDURE

The Union asked that the Company pay for time lost by the stewards in connection with the adjustment of grievances and suggested that this payment be "at the discretion" of the Company. There appears to be no objection to this suggestion as the clause is worded in such a manner as would prevent abuses and the Board therefore recommends in favour of the Union's proposal.

3. HOURS OF WORK, OVERTIME AND STATUTORY HOLIDAYS

The original request of the Union was for a forty-hour week but this was not seriously pressed and it was apparent that a forty-eight-hour week is satisfactory to all concerned.

In addition the Union asked for time and a half for all time in excess of the eight-hour working day and for time and a half for all time in excess of the forty-eight-hour week.

It seems that the Union's demand in connection with request for payment of overtime is reasonable and the Board therefore recommends in favour of it.

A suitable clause would, however, have to be drafted to cover the case of those employees who, by arrangement, work eight and a half hours a day in order to obtain a half day off.

A minor detail in connection with this was the request by the Union for the insertion of a clause to the effect that an employee working on a one or two shift operation should not be required to lay off work on a week day so as to work on Sunday. It is suggested that a clause reading "No employee shall be expected to take time off to absorb overtime" would meet the difficulty.

On the question of Statutory Holidays, the Board is unable to recommend any change in the plan as set out in the former Agreement.

4. WAGES AND SHIFT DIFFERENTIALS

The original demand of the Union was for a general increase of 16 cents per hour to all employees. In December last the Company granted an increase of 10 cents per hour to all employees and this increase was put into effect. The Union now proposed a further increase of 6 cents per hour plus off shift premiums. The Union takes the position that this 6 cents an hour is in the nature of an adjustment at the present time and also asked for a wage opening clause which will be referred to later. The Company have refused to grant the additional 6 cents per hour and the off shift premiums and under the conditions which presently exist in the Gold Mining Industry the Board is not prepared to recommend a change in the wage scale at the present time nor is the Board prepared to recommend payment of shift premiums as asked by the Union.

5. VACATIONS WITH PAY

The Union asked for two weeks' vacation with pay for all employees who have completed one or more years of continuous employment with the Company. The Company took the position that they could not grant an additional vacation week without effecting its position as a "provider of jobs".

The Board recommends one week's vacation with pay after one year's service, pay to be on the basis of two per cent of the employee's previous year's earnings and two weeks' vacation with pay after five years' service, pay to be on the basis of four per cent of the employee's previous year's earnings.

6. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off but feels that he cannot recommend in favour of the Check-off in this instance.

7. OPENING WAGE CLAUSE

The Union asked for a Wage Opening Clause and the Board recommends such a clause providing for the Opening of the wage

question by either party on thirty days' written notice.

Dated at Brampton, Ontario, this 27th day of September, A.D. 1947.

(Sgd.) A. COCHRANE.

(Sgd.) K. C. GRAY.

Minority Report

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

1. *Discrimination clause*

I would recommend the clause proposed by the union as set out in Exhibit "A" of the proposals of the union which were filed with the Board.

2. *Adjustment of complaints and grievance procedure*

I would recommend that the company pay the stewards for time spent for settling grievances during working hours.

3. *Hours of work and overtime and statutory holidays*

I would recommend that time and a half should be paid for all time worked in excess of eight hours in any working day and for all time worked in excess of forty-eight hours a week.

I would recommend payment of double time if worked and payment of straight time if not worked for the following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

4. *Wages and shift differentials*

The union have made an original demand for a \$0.16 an hour increase in the case of all hourly rated employees. As of the 1st of December, 1946, the company granted and put into effect, after the demand of the union, an increase of \$0.10 an hour. Since the 1st of December, 1946, the cost of living has risen many points and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

On account of this recommendation, but only if the \$0.06 is paid, I recommend that the union accept the company's offer in connection with the off shift differentials.

5. *Vacations with pay*

I would recommend one week's vacation with pay after one year's service, pay to be

on the basis of 2 per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of 4 per cent of the employee's previous year's earnings.

6. *Union security or check-off*

There is no reason why the company should

refuse the check-off and I would strongly recommend it for this mining industry.

7. *Opening wage clause*

I would recommend a wage opening clause by either party on 30 days' written notice.

Respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in Dispute between Delnite Mines Ltd., Timmins, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, R. J. Henry, Dobie, and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees respectively.

Report of Board

To
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:—

Your Conciliation Board now begs leave to report.

The Sittings of this Conciliation Board were held at Timmins, Ontario, on the 19th day of June, 1947.

The Chairman and Messrs. R. J. Henry and G. M. Desaulniers, members of the Board, were all present at the Sittings.

The Union was represented by Messrs. W. Kennedy (International Representative), J. R. Carlin, Ivan Vachon, Daniel Nee and Tom Klewchuk and the Company was represented by Messrs. J. Beattie (Plant Manager), C. Stevens and K. C. Gray.

The Collective Bargaining Agreement between the Company and the Union was dated the twenty-third of August, 1945, and has now expired.

During the hearing it was stated by the Union Representatives that a number of minor details had been agreed upon between the Company and the Union and it was felt that if an agreement could be reached on the major differences there would be little or no trouble in settling the minor items.

There are some nine major issues in dispute as follows:—

1. No Discrimination Clause.
2. Management.

3. Adjustment of Grievances.

4. Hours of Work and Overtime.

5. Statutory Holidays.

6. Vacations with Pay.

7. Union Security or Check-Off.

8. Outside Employment.

9. Wages.

The proposals of the Union which had been submitted to the Company are filed during the Sittings and the items in dispute will be dealt with in the order in which they are above set out.

1. NO DISCRIMINATION

During the hearing the Union agreed to accept the "No Discrimination" clause as set out in the former Agreement, and it was stated that the Union representatives were of the opinion that it was satisfactory and had worked out well. The Company representatives stated that this suggestion would be considered.

Under the circumstances the Board recommends the same "No Discrimination" clause as had been contained in the previous Agreement.

2. MANAGEMENT

There does not appear to be much difference of opinion in connection with this clause and the Board recommends in favour of the same "Management" clause as is contained in the former Agreement.

3. GRIEVANCE PROCEDURE

There are some minor details in connection with the "Grievance Procedure" which it is apparent could be worked out between the representatives of the Union and the Company. The Board therefore feels that it is not necessary to make any specific recommendation in connection with this matter.

4. HOURS OF WORK AND OVERTIME

The question of hours of work was not seriously pressed by the Union. Generally speaking, in the first negotiations the Union asked

for a forty-hour week but subsequently the demands were modified and the Union representatives stated that they were prepared to accept the forty-eight hour week but asked for payment of time and a half for overtime in excess of eight hours in any one working day and for all time in excess of the forty-eight hour week.

It seems that the Union's demand in connection with payment for overtime is reasonable and the Board therefore recommends in favour of it.

It would be necessary, however, to draft a suitable clause to cover the case of those employees who, by arrangement, work eight and a half hours every day in order to obtain a half day off.

5. STATUTORY HOLIDAYS

The Board is unable to recommend any change in the plan as set out in the former Agreement.

6. VACATIONS WITH PAY

The Union asked for two weeks' vacation with pay for all employees who have completed one or more years' continuous employment with the Company. The Company proposed that the "National War Labour Board Directive" of October 6, 1943, remain in effect, that is, six days' holidays with a minimum of 300 days worked per year.

The Board recommends one week's vacation with pay after one year's service, pay to be on the basis of two per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of four per cent of the employee's previous year's earnings.

7. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off, but feels that he is unable to recommend in favour of the Check-off in this instance.

8. OUTSIDE EMPLOYMENT

The Company proposed a clause which would prohibit an employee from accepting temporary or permanent employment of any kind while remaining an employee of the Company except by arrangement with the Company.

The Union representatives stated that they are opposed to this clause being written into an Agreement.

The Board is quite unable to recommend in favour of any such clause ~~if~~ for no other reason than that it would be difficult to enforce and quite likely to promote dissatisfaction and possibly trouble.

9. WAGES

The question of wages was not raised in the memorandum of articles in disagreement which was filed by the Union but the same demands for wages have been made in connection with this Conciliation as were made in other matters, namely, a general increase of 16 cents an hour. An increase of 10 cents an hour was granted by the Company in or about the month of December, 1946, and it would appear that the demand for an additional 6 cents per hour has not been abandoned by the Union. Under the conditions which presently exist in the Gold Mining Industry the Board is not prepared to recommend any change in the wage scale at the present time.

In connection with the question of wages the matter of "Off Shift Premiums" was also brought up by the Union and for the same reason the Board is not prepared to recommend payment of the shift premiums as asked by the Union.

The question of payment for "Call Out" time was raised by the Union and the Board recommends payment be made for four hours instead of three hours as provided for in the former Agreement.

An Open End Wage Clause was asked for by the Union during the Sittings of this Board, although apparently it had not previously been requested by the Union. The Board recommends in favour of such a Wage Opening Clause by either party on thirty days' written notice.

Dated at Brampton, Ontario, this 25th day of September, A.D. 1947.

(Sgd.) A. COCHRANE

(Sgd.) R. J. HENRY

Minority Report

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:—

1. *Discrimination clause:* I would recommend a clause similar to the one proposed by the union in the Exhibit "A" of its proposals.

2. *Management*: I recommend that the word "sole" be deleted from the proposed clause.

3. *Adjustment of grievances*: I would recommend that the company pay the union stewards for time lost settling grievances during working hours.

4. *Hours of work and overtime*: I would recommend that time and one-half be paid for all time worked in excess of eight hours in any working day and for all time worked in excess of forty-eight hours a week.

5. *Statutory holidays*: I would recommend payment of double time if worked and straight time if not worked for the following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

6. *Vacations with pay*: I would recommend one week's vacation with pay after one year's service, pay to be on the basis of 2 per cent of the employee's previous year's earnings, and

two weeks' vacation with pay after five years' service, pay to be on the basis of 4 per cent of the employee's previous year's earnings.

7. *Union security or check-off*: There is no reason why the company should refuse the check-off and I would strongly recommend it in the case of this mining industry.

8. *Outside employment*: I am strongly opposed to such clause being included into the agreement.

9. *Wages*: The union has made an original demand of \$0.16 an hour increase in the case of all hourly-rated employees. As of the 1st of December, 1946, the company granted and put into effect, after the union's demand, an increase of \$0.10 an hour. Since the 1st of December, 1946, the cost of living has risen many points and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

Respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in Dispute between Hollinger Consolidated Gold Mines, Ltd., Timmins, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Col. Alan Cockeram, M.P., Toronto, and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

Your Conciliation Board now begs leave to report.

Sittings of this Conciliation Board were held at Timmins, Ontario, on the 16th and 17th days of June, 1947.

The Chairman and Colonel Alan Cockeram were present on the 16th of June and all members of the Board were present on the 17th of June.

The Company was represented by Messrs. E. L. Longmore, Plant Manager, T. E. Hawkins, M. E. Williams and J. M. Douglas and the Union was represented by Messrs. T. F. McGuire (International Representative),

Ivan Vachon, T. MacNeil, Joe Corliss and J. R. Carlin.

The Collective Bargaining Agreement between the Company and the Union was dated the 14th day of November, 1945, and negotiations for renewal of the Agreement were commenced in October of 1946 but these negotiations were unsuccessful and the Agreement was not renewed.

Six major issues were in dispute as follows:—

1. Hours of Work and Overtime.
2. Wages.
3. Vacations.
4. Statutory Holidays.
5. Union Security or Check-off.
6. Shift premiums, which are combined with wage demands.

The proposals of the Union which were submitted to the Company were filed during the Sittings.

As has been stated, the above are the principal items in dispute but there are also some minor ones which will be referred to later in this Report. The principal items will be dealt with in the order in which they are above set out.

1. HOURS OF WORK AND OVERTIME

The question of hours of work was not seriously in dispute as the Union in the first

instance demanded a forty-hour week but the demand was not pressed and it is apparent the forty-eight hour a week is satisfactory to the Union.

On the question of Overtime. The Union pressed for recognition of its demands for time and a half in excess of the eight hours in any working day and for all time in excess of the forty-eight hour week although it was made clear that the demand for overtime was not cumulative. It was made clear by the Union Representative that they did not expect to get the overtime both ways. It seems to the Board that the Union demand in connection with payment for overtime is reasonable and the Board therefore recommends in favour of it. A suitable clause would, however, have to be drafted to cover the case of those employees who, by arrangement, work eight and a half hours every day in order to obtain a half day off.

2. WAGES

The original demand of the Union was for 16 cents an hour increase in the case of all hourly rated employees. As of the 1st of December, 1946, the Company granted and put into effect an increase of 10 cents an hour. The negotiation committee of the Union was called in by the Management and were advised of the increase and were asked to sign an agreement but there were no direct negotiations on this wage increase. The Union pressed their demand for the additional 6 cents per hour and hinted that further demands might be made. Under the conditions which presently exist in the Gold Mining Industry the Board is not prepared to recommend any change in the wage scale at the present time.

3. VACATIONS WITH PAY

The Union asked for two weeks' vacation with pay for all employees who have completed one or more years' continuous employment with the Company. The Company proposed one week's vacation with pay after one year's service and two weeks with pay after five years' service.

The Board recommends one week's vacation with pay after one year's service, pay to be on the basis of two per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of four per cent of the employee's previous year's earnings.

4. STATUTORY HOLIDAYS

The Board is unable to recommend any change in the plan as set out in the former Agreement.

5. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off, but feels that he is unable to recommend in favour of the Check-off in this instance.

6. SHIFT PREMIUMS

In connection with its wage demands the Union asked for certain shift premiums as follows: 6 cents per hour for work performed by an employee during afternoon shifts and not within his scheduled day or night working hours; 10 cents per hour for work performed by an employee during night shift hours and not within his scheduled day or afternoon working hours; and 8 cents per hour for the intermediate shift.

Shift premiums as asked by the Union would increase the cost of the production of gold and under the conditions which presently exist in the Gold Mining Industry we are not prepared to recommend payment of the Shift Premiums as asked by the Union. The Company made an offer in connection with Shift Premiums and we recommend that the offer of the Company be accepted.

In addition to the above major items in dispute there were several other questions which were raised before the Board and which are of lesser importance. These are as follows:—

(a) *Wage Opening Clause.*—The Board recommends a Wage Opening Clause by either party on thirty days' written notice.

(b) *No Discrimination.*—The Board recommends a clause similar to that contained in the former Agreement.

(c) *No Cessation of Work.*—The Board recommends a clause similar to that contained in the former Agreement.

(d) *Arbitration.*—The Board recommends the substitution of the name of Professor C. A. Curtis for that of the Honourable Mr. Justice J. G. Gillanders (deceased).

(e) *Grievance Procedure.*—There is only a very slight difference between the parties in connection with Grievance Procedure which we believe can be readily settled by negotiations and we therefore make no recommendations.

(f) *Temporary Employees.*—The Board recommends the clause as suggested by the Company in its proposals.

(g) *Job Posting*.—This question was suspended. It is understood that the Union and the Company are discussing it.

(h) *Union Committees*.—The Union in its proposals indicated that the former Article 21 dealing with Union Committees is satisfactory except that the Union desired to make provision for a Committee to meet not more than once a month to discuss and suggest changes in the bonus contract system.

This suggestion on the part of the Union appears to be reasonable and the Board therefore recommends in favour of it and suggests that the Company and the Union get together and work out the details.

Dated at Brampton, Ontario, this 25th day of September, 1947.

(Sgd.) A. COCHRANE.

Report of Alan Cockeram

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

I concur in the report and recommendations of the Chairman, dated September 25, 1947, except with respect to—

1. Overtime.
2. Wage Opening Clause.
3. Union Committees.

It is my understanding that the Company and the Union are in agreement on the question of overtime, and that no purpose will be served by my making any report thereon.

I am not in accord with the insertion of a wage opening clause in the agreement. I am of the opinion that it is to the best interests of both parties that wherein agreement is entered into it should be for a period of one year. If the question of wages under the agreement can be opened up by either party on thirty days' notice, the agreement can only be considered as a thirty day agreement which would lead to unstable labour relations.

The Chairman has also recommended that a Committee be set up to meet not more than once a month to discuss and suggest changes in the bonus contract system. In my opinion this is not a proper subject for collective bargaining. It is the right of management to fix the amount of any bonus to be paid and the conditions under which same will be paid. It is my understanding that the Company is, at the present time, reviewing the bonus contract system.

Dated at Toronto, Ontario, this 30th day of September, 1947.

(Sgd.) ALAN COCKERAM.

Minority Report

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

1. Hours of work and overtime

It seems to me that the union's demands in connection with payment of overtime are reasonable and I would therefore recommend in favour of them.

2. Wages

The union have made an original demand for a \$0.16 an hour increase in the case of all hourly rated employees. As of the 1st of December, 1946, the company granted and put into effect, after the demand of the union, an increase of \$0.10 an hour. Since the 1st of December, 1946, the cost of living has risen many points up and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

3. Vacations with pay

I would recommend one week's vacation with pay after one year's service, pay to be on the basis of 2 per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of 4 per cent of the employee's previous year's earnings.

4. Statutory holidays

I would recommend double time if worked and straight time if not worked for the following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

5. Union security or check-off

There is no reason why the Company should refuse the check-off and I would strongly recommend it for this mining industry.

6. Shift premiums

On account of my recommendation that the \$0.06 increase should be paid to all hourly rated employees, I would recommend, but only if the \$0.06 is paid, that the union should accept the company's offer in connection with shift premiums.

On the other questions raised before the board, my recommendations are as follows:—

(a) *Wage opening clause*.—I recommend a wage opening clause by either party on 30 days' written notice;

(b) *No discrimination*.—I would recommend a clause similar to the one offered by the union in the Exhibit "A" of its proposals;

(c) *No cessation of work.*—I would recommend a clause similar to that contained in the former agreement;

(d) *Arbitration.*—I would recommend the substitution of the name of Professor C. A. Curtis for that of the Honourable Mr. Justice J. G. Gillanders (deceased).

(e) *Grievance procedure.*—I would recommend that the company pay stewards for time spent ending grievances within working hours;

(f) *Temporary employees.*—I would recommend the clause of the company subject to the condition that the temporary employees should have the right to use the grievance procedure;

(g) *Job posting.*—This question was suspended. The Union and the Company are discussing it;

(h) *Union committees.*—The Union in its proposals indicated that the former article 21 dealing with Union committees is satisfactory except that the Union desired to make provision for a committee to meet not more than once a month to discuss and suggest changes in the bonus contract system. The suggestion on the part of the Union appears to be reasonable and I would recommend in favour of it and suggest that the company and the Union get together and work out the details.

Respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in Dispute between Macassa Mines Ltd., Kirkland Lake, Ont., and Local 240, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 20, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, W. O. Lafontaine, Schumacher, and George Harris, Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

Your Conciliation Board herein now begs leave to Report.

The sittings of the Board were held at Kirkland Lake on the ninth and tenth days of June, 1947.

The Chairman and Messrs. W. O. Lafontaine and George Harris, members of the Board, were all present at the Sittings.

The Union was represented by Messrs. T. F. McGuire (International Representative), H. Hutt and J. Ayotte, and the Company was represented by Messrs. G. A. Howes (Mine Manager), Alex. Harris, J. D. Bryce and J. C. Cliff.

A Collective Bargaining Agreement between the Union and the Company was entered into on the 18th of December, 1945, and the agreement expired on the 18th of December, 1946. Negotiations for renewal were commenced but

the parties failed to reach an agreement and the agreement has not been renewed.

In this conciliation there are the following major issues to be considered and are still in dispute:—

1. Wage Increases.
2. Shift Premiums.
3. Union Security.
4. Hours of Work and Overtime.
5. Statutory Holidays.
6. Vacations with Pay.

The major items in dispute will be dealt with in the order in which they are above set out.

1. WAGE INCREASES AND 2. SHIFT PREMIUMS

The original demand of the Union was for a wage increase of 16 cents per hour to all employees, and also for certain shift premiums. The Company granted and put into effect a general increase of 10 cents per hour and the Union is still pressing for the additional six cents per hour and also for the shift premiums. Under the conditions which presently exist in the Gold Mining Industry in Canada, the Board is not prepared to recommend in favour of any change in the wage scale, nor is it prepared to recommend payment of the shift premiums asked for by the Union.

3, UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances, any form of Check-off or collection of Union dues through the books of the Company.

The Chairman would like to make it clear that he is not opposed on principle to certain forms of the Check-off but feels that he is unable to recommend the Check-off in this instance.

4. HOURS OF WORK AND OVERTIME

The question of hours of work was not seriously pressed by the Union, although in the first place the forty-hour week was asked for, and it now appears that the Union is satisfied to accept the forty-eight hour week. The request for overtime pay at the rate of time and a half for all work in excess of the eight-hour day and the forty-eight hour week was pressed by the Union. The request of the Union in this respect appears to be reasonable, and we therefore recommend in favour of it.

It would be necessary, however, when drafting an agreement to prepare a suitable clause to cover the case of those employees who, by arrangement, work eight and one-half hours per day in order to obtain a half day off.

5. STATUTORY HOLIDAYS

The Board is unable to recommend any change in the plan as set out in the former agreement between the parties.

6. VACATIONS WITH PAY

The plan for annual vacations contained in the former agreement is very generous, and better than most, and we recommend therefore that it be accepted by the Union. We are unable to recommend in favour of the plan asked for by the Union.

It is to be noted that in its proposals to the Company the Union asked for a wage opening clause by the Union on thirty days' notice in writing to the Company. The Company is opposed to such a clause.

Because of the conditions which presently exist in the Gold Mining Industry the Board recommends in favour of a Wage Opening Clause providing for the opening of the wage question by either party on thirty days' written notice.

There are one or two minor matters still outstanding as between the Company and the Union which we feel can be readily settled by negotiation between the parties and we therefore make no recommendations in connection with them.

Dated this 26th day of September, A.D. 1947.

(Sgd.) A. COCHRANE.

(Sgd.) W. O. LAFONTAINE.

Minority Report

I have had the privilege of reading the report of the Chairman of the Board of Conciliation and while I can agree with some of his recommendations there are others that I disagree with and therefore find it necessary to submit a minority report.

Matters in dispute as stated in the Chairman's report were:—

1. Wage increases and open end wage clause.
2. Shift premiums.
3. Union security.
4. Hours of work and overtime.
5. Paid statutory holidays.
6. Vacations with pay.

Taking the points in dispute in the order above I contend:—

1. Wage increases and open end wage clause

The Union's demand for a general wage increase of 16 cents per hour is indeed very conservative considering the tremendous increase in the cost of living and the much higher wage increases obtained in such industries as rubber, electrical, lumber and metal mining other than gold, during the years 1946-47.

An increase of 10 cents an hour was made effective by the Company in December of 1946. My recommendation is that there be an additional 6 cents per hour increase and that this 6 cents per hour be retroactive to December 1, 1946.

In my opinion the miners are at this time entitled to a much greater increase than that which is asked.

I base this opinion on example taken from the electrical industry with which I am familiar. During the 1946-47 period wage increases were obtained with the following companies amounting to:—

	Cents
Canadian Westinghouse Company	29
Canadian General Electric Company..	27
Electro-Metallurgical Company	30
English Electric	30
Page-Hersey Tubes Ltd.	33

I agree with the report of the Chairman with respect to the open end wage clause except that it should only be opened, on thirty days' notice, on the request of the Union for upward wage adjustments.

2. Shift premiums

Payment of shift premiums are common-place in most industries and there does not seem to be any real reason why employees

in the mining industry should not be paid such premiums. The Union's demand is for a 5, 7½ and 10 cent per hour premium dependent on the shift being worked.

3. *Union security*

The Union's demand for a form of Union Security is:—

The Company shall during the life of this Agreement deduct, as a condition of employment, the sum of not more than One Dollar and Fifty Cents (\$1.50) from the first pay cheque due in each calendar month to each such employee and remit the same prior to the 10th day of the month following the month in which such deduction is made, to the Financial Secretary of the Union.

The Company refused to consider this demand or for that matter to give any consideration to even a voluntary revocable check-off.

It is my contention that this attitude on the part of the Company gives real point and meaning to the Union demand for Union Security and it should be acceded to.

Rather than go into long argument in this report on the matter of Union Security I would refer anyone interested to a report I made as a Board member in the dispute between this Union and Lakeshore Mines Limited. This report is dated May 12, 1947, and appears in the *LABOUR GAZETTE* for June, 1947.

4. *Hours of works and overtime*

There was substantial agreement between the parties on this question when they

appeared before the Board and I believe that full agreement can be arrived at without a recommendation from this Board. I therefore concur with the Chairman on this point.

5. *Paid statutory holidays*

This demand to me highlights the fact that it is high time that the mine operators recognized that the claims of their employees for equal treatment with other industrial workers is a just claim.

The Union's claim for 6 Statutory Holidays which shall be paid for at straight time when not worked if no work is available and paid for at double time when worked is one that should be readily granted by the Company in view of many industries, through agreements with the Unions, having put into effect 8 paid Statutory Holidays. In the electrical industry, for example, there are 13,750 employees enjoying 8 paid holidays through their union contracts.

6. *Vacation with pay*

While it is recognized that Macassa has a more liberal paid vacation plan than other mines in the area this does not take away from the justice and reasonable basis of the Union's demand for two weeks' paid vacation after one year's service with the Company. The nature of the mining industry gives point and force to the Union's demand and I would urge that it be agreed to by the Company.

(Sgd.) GEO. HARRIS,
Board Member.

Report of Conciliation Board in Dispute between McIntyre Porcupine Mines Ltd., Schumacher, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Alex Harris, Kirkland Lake, and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

Your Conciliation Board now begs leave to Report.

Sittings of this Conciliation Board commenced at Timmins, Ontario, on the 21st day of May and continued on the 22nd and 23rd days of the same month.

All members of the Board were present at the Sittings.

The Company was represented by Messrs. A. D. Campbell, M. Cooke, S. A. Wookey and J. M. Carter, and the Union was represented by Messrs. L. A. Behie, J. R. Carlin, Ivan Vachon, David Weston and C. Fournier.

The Collective Bargaining Agreement between the Company and the Union is dated the 10th day of October, 1945; it expired on the 10th of December, 1946, and was not renewed.

Among the Exhibits filed by the Union were the "Proposals" of the Union and also

a Statement of "Articles in Disagreement", both of which refer to the following:—

1. No Discrimination.
2. Statutory Holidays.
3. Wages.
4. Hours of Work and Overtime.
5. Vacations with Pay.
6. Union Security.

The above are the principal items in dispute, but there are some minor ones which will be referred to later in this Report. Dealing with the principal items in the order in which they are above set out:—

1. NO DISCRIMINATION

Both the Union and the Company desired certain changes in the clause contained in the expired agreement. The Company desired to add to the former Article Two, the following sentence "It is understood that in Canada, Communism is neither a religious creed nor a political belief". The Board is not prepared to recommend in favour of the clause as proposed by the Company, which in our opinion could only cause trouble between the parties; but on the other hand we are not prepared to recommend in favour of the clause as proposed by the Union. As a compromise we would recommend in favour of the clause as set forth in the original agreement.

2. STATUTORY HOLIDAYS

The Board is unable to recommend any change in the present plan as set out in the former agreement.

3. WAGES

The original demand of the Union was for 16 cents per hour increase. As of the first of December, 1946, the Company granted and put into effect an increase of 10 cents per hour, and posted a Notice to that effect on the Company's Bulletin Board. Strenuous objection was taken by the Union representatives during the Sitzings to the manner in which this increase was granted, and the Union also pressed its demand for the additional six cents per hour. It was also hinted that further demands might be made. We are not prepared to recommend any change in the wage scale under the conditions which presently exist in the Gold Mining Industry.

4. HOURS OF WORK AND OVERTIME

In the beginning, the Union asked for a forty-hour week and time and a half for all

overtime, and they also asked for the eight-hour day. Subsequently the demands of the Union were modified and it appears that the Union representatives are now satisfied with the forty-eight hour week. The demand for time and a half for all time in excess of the eight hours in any working day, and for all time in excess of the forty-eight hour week, was pressed by the Union, although it was made clear that the demand for overtime was not cumulative. The Union Representative put it that they did not expect to get the overtime both ways. It seems to us that the Union demand is reasonable, and we therefore recommend in favour of it. A suitable clause would, however, have to be drafted to cover the case of those employees who, by arrangement, work eight hours and a half per day to obtain a half day off.

5. VACATIONS WITH PAY

The Union asked for two weeks' vacation with pay for all employees after one year's service. The Company offered two weeks' vacation with pay after five years' service if the Union would accept the Company's proposed No Discrimination Clause.

We recommend one week's vacation with pay after one year's service, pay to be on the basis of 2 per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of 4 per cent of the employee's previous year's earnings.

6. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off, but feels that he is unable to recommend in favour of the Check-off in this instance.

In addition to the above major items in dispute there were several other questions which were raised before the Board and which are of somewhat lesser importance. These are as follows:—

(A) Bonus System

We are not convinced on what is before us that there is any great dissatisfaction on the part of the men who participate in the bonus system, or as it is sometimes called, the Contract system. It may be significant that during the hearings in connection with this matter, not one man was called to indicate

his own personal dissatisfaction with the system, or the rewards for his labour, which he obtained by reason of the system. If there be any dissatisfaction with the system in effect at this time, or with the payments received by the men who share in it, it would appear that it is a matter for discussion between the employees and the Company, or perhaps the Union and the Company. In any event, there is not sufficient evidence before us to justify making any recommendations in connection with the system.

(B) *Wage Opening Clause*

The Board is prepared to recommend a Wage Opening Clause by either party on thirty days' written notice.

(C) *Grievance Procedure*

This question was not discussed during the Sittings of the Board, but subsequently thereto the Union filed with us a Memorandum concerning their proposals. There do not appear to be many serious difficulties in the way of a settlement of this matter and we therefore suggest that the parties get together and settle the matter by negotiation. We make no further recommendation in connection with this matter.

(D) *Relief for Gold Industry*

Subsequent to our Sittings it was suggested by the Union that the Board should make representations to the Dominion Government regarding relief for the Gold Mining Industry. The relief suggested it the removal of the restrictions on the sale of gold. It should be noted that this is a matter of Government policy, and it should also be noted that this sort of thing does not, in our opinion, come within the jurisdiction of a Board such as this. We are therefore unable to recommend that we should comply with the request of the Union.

All of which is respectfully submitted.

(Sgd.) A. COCHRANE.

(Sgd.) ALEX HARRIS.

Minority Report

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

1. *No discrimination*

I would recommend the clause proposed by the Union on page 1 of Exhibit 3.

2. *Statutory holidays*

I would recommend double time if worked and payment of straight time if not worked

for the following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

3. *Wages*

The union have made an original demand for \$0.16 an hour increase in the case of all hourly rated employees. As of the 1st of December, 1946, the company granted and put into effect, after the demand of the union, an increase of \$0.10 an hour. Since the 1st of December, 1946, the cost of living has risen many points up and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

4. *Hours of work and overtime*

I would recommend that time and one-half should be paid for all time worked in excess of eight hours in any working day, and for all time in excess of forty-eight hours a week.

5. *Vacations with pay*

I would recommend one week's vacation with pay after one year's service, pay to be on the basis of 2 per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of 4 per cent of the employee's previous year's earnings.

6. *Union security or check-off*

There is no reason why the Company should refuse the check-off and I would strongly recommend it for this mining industry.

7. On the other questions raised before the the Board, my recommendations are as follows:—

(a) *Bonus system*

I would recommend that a joint committee formed of representatives of the company and representatives of the union meet every month to discuss the bonus system;

(b) *Wage opening clause*

I recommend a wage opening clause by either party on 30 days' written notice;

(c) *Grievance procedure*

I would recommend that the company pay stewards for time spent ending grievances within hours of work;

(d) *Relief for gold industry*

I recommend that the gold mining companies and the union form a committee to discuss with the government the situation of the gold industry.

Respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in Dispute between Paymaster Consolidated Mines Ltd., South Porcupine, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 9, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, R. G. McKelvey, Geraldton, Ont., and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:—

Your Conciliation Board now begs leave to report.

The sittings of this Board were held at Timmins, Ontario, on the 9th day of July, 1947.

The Chairman and Messrs. G. M. Desaulniers and R. G. McKelvey, members of the Board, were present at the sittings.

The Union was represented by Messrs. L. A. Behie (International Representative), Ivan Vachon, S. Jermain and M. O'Brien and the Company was represented by Messrs. Frank Newman, W. G. Brissenden, J. C. Silver, G. W. Banning and R. Stoddard.

The Collective Bargaining Agreement between the Company and the Union was entered into on the 1st day of October, 1945. Negotiations for a renewal of the Agreement commenced on the 27th day of September, 1946, and after a number of meetings between the Company and the Union representative negotiations were discontinued and the Agreement is not now in effect.

In this Conciliation there are the following articles in dispute:—

1. Management (Article 3).
2. No Discrimination Clause.
3. Adjustment of Complaints and Grievances.
4. Hours of Work and Overtime.
5. Statutory Holidays.
6. Wages and Shift Differentials.
7. Union Security or Check-off.
8. Wage Opening Clause.

The matters in dispute will be dealt with in the order in which they are above set out.

1. MANAGEMENT

The parties did not appear to be very far apart in connection with this clause but the Union felt that one word should be deleted from the clause as proposed in Exhibit 3 of the Brief filed by the Company. The Union felt that the use of the word "sole" in Clause B might deprive an employee of the right to go to arbitration on the question of the qualifications of an employee.

The Board is of the opinion that the position taken by the Union is reasonable and would recommend that the word "sole" be deleted from the proposed clause.

2. NO DISCRIMINATION CLAUSE

The Board recommends in favour of the No Discrimination Clause as contained in Article 4 of the former Agreement dated the 1st of October, 1945.

3. ADJUSTMENT OF COMPLAINTS AND GRIEVANCES

The Union asked that the Company pay for time lost by the stewards in connection with the adjustment of grievances and suggested that this payment be "at the discretion" of the Company. The Board can see no objection to this suggestion, as the clause is worded in such a manner as would prevent abuses and therefore recommends in favour of the Union's proposal.

4. HOURS OF WORK AND OVERTIME

The question of hours of work was not seriously in dispute and it appears that the Union is satisfied to accept the forty-eight hour week.

On the question of overtime the Union pressed for payment at the rate of time and a half for all time in excess of eight hours in any one working day and for time and a half for all time in excess of the forty-eight hour week. It seems that the Union's demand in connection with payment for overtime is reasonable and the Board therefore recommends in favour of it.

A suitable clause would, however, have to be drafted to cover the case of those employees who, by arrangement, work eight and a half hours every day in order to obtain a half day off.

5. STATUTORY HOLIDAYS

The Board is unable to recommend any change in the plan as set out in the former Agreement.

6. WAGES AND SHIFT DIFFERENTIALS

The original demand of the Union was for a general increase of 16 cents per hour to all employees. In December of 1946 an increase of 10 cents an hour was granted by the Company and put into effect and has since been paid. The Union now proposes a further increase of 6 cents per hour plus shift premiums or differentials as set out in their demands. The Company have refused to grant the additional 6 cents per hour and have also refused to grant the wage shift premiums or differentials.

Under the conditions which presently exist in the Gold Mining Industry, the Board is not prepared to recommend any change in the wage scale nor is the Board prepared to recommend payment of the shift premiums which have been asked for by the Union.

7. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off, but feels that he is unable to recommend in favour of the Check-off in this instance.

8. WAGE OPENING CLAUSE

The Union asked for a Wage Opening Clause and the Board recommends such a clause providing for the opening of the wage question by either party on thirty days' written notice.

Dated at Brampton, Ontario, this 25th day of September, A.D. 1947.

(Sgd.) A. COCHRANE.

(Sgd.) R. G. MCKELVEY.

Minority Report

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.
SIR:—

1. Management

I recommend that the word "sole" be deleted from the proposed clause.

2. No discrimination clause

I would recommend the clause proposed by the Union as set out in Exhibit "A" of the proposals of the Union which were filed with the Board.

3. Adjustment of complaints and grievances

I recommend that the company pay the union stewards for time lost while settling grievances during working hours.

4. Hours of work and overtime

The Union's demands with respect to payment of overtime are reasonable and I would therefore recommend in favour of them.

5. Statutory holidays

I would recommend payment of double time if worked and straight time if not worked for the following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

6. Wages and shift differentials

The union has made an original demand for a \$0.16 an hour increase in the case of all hourly rated employees. As of the 1st of December, 1946, the company granted and put into effect, after the demand of the union, an increase of \$0.10 an hour. Since the 1st of December, 1946, the cost of living has risen many points and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

On account of this recommendation, but only if the \$0.06 is paid, I recommend that the Union accept the company's offer in connection with the off shift differentials.

7. Union security or check-off

There is no reason why the company should refuse the check-off and I would strongly recommend it for this mining industry.

8. Wage opening clause

I would recommend a wage opening clause by either party on 30 days' written notice.

Respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in Dispute between Preston East Dome Mines Ltd., South Porcupine, Ont., and Local 241, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 6, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His

Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from

the other two members of the Board, J. Adamson, Kirkland Lake, and G. M. Desaulniers, Montreal, appointed on the nomination of the employer and the employees respectively.

Report of Board

To

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:—

Your Conciliation Board now begs leave to report.

Sittings of this Board were held at Timmins, Ontario, on the 18th day of June, 1947.

The Chairman and Messrs. G. M. Desaulniers and J. C. Adamson, members of the Board, were present at the Sittings.

The Union was represented by Messrs. W. Kennedy (International Representative), Ralph Carlin, Ivan Vachon, Alcide Brunette and Thomas O'Meara and the Company was represented by W. Hutchison, E. Magnusson, R. Lord, R. Hart and G. Burch.

A Collective Bargaining Agreement between the Company and the Union was entered into on the 7th day of December, 1945, and negotiations for a renewal of the Agreement were commenced on the 28th of October, 1946; by the 17th of December, 1946, it was felt that no further progress could be made and an application was made for intervention.

In this Conciliation there are five major issues outstanding:—

1. Hours of Work and Overtime.
2. Statutory Holidays.
3. Vacations with Pay.
4. Wages.
5. Union Security or Check-Off.

In addition to the above principal items there were two minor things still outstanding to which reference will be made later in this Report. The principal items will be dealt with first in the order in which they are above set out.

1. HOURS OF WORK AND OVERTIME

The question of hours of work was not seriously in dispute and it now appears that the Union is satisfied to accept the forty-eight hour week.

On the question of Overtime, the Union pressed for payment at the rate of time and a half for all time in excess of eight hours in any one working day and for time and a half for all time in excess of the forty-eight hour week. The Company offered the same hours

of work and overtime clause as was contained in the previous Agreement.

The Union demand in connection with payment for overtime is reasonable and the Board therefore recommends in favour of it. A suitable clause would, however, have to be drafted to cover the case of those employees who, by arrangement, work eight and one-half hours every day in order to obtain a half day off.

The Union also asked for insertion of a clause in Article 13 as follows: "An employee working on a one or two shift operation shall not be required to lay off work on a week day so as to work on Sunday."

This is a somewhat difficult minor detail to work out in a way satisfactory to both parties. It has been suggested that a clause reading as follows, "No employee shall be expected to take time off to absorb overtime" would be satisfactory and the Board recommends in favour of this clause although it seems that this is a matter for negotiation and adjustment between the parties.

2. STATUTORY HOLIDAYS

The Board is unable to recommend any change in the plan as set out in the former Agreement.

3. VACATIONS WITH PAY

The Union asked for two weeks' vacation with pay for all employees who have completed one or more years' continuous employment with the Company. The Company offered one week's vacation with pay for all employees with one year's service and two weeks' vacation with pay for all employees with five years' or more continuous service.

The Board recommends one week's vacation with pay after one year's service, pay to be on the basis of two per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of four per cent of the employee's previous year's earnings.

4. WAGES

The original demand of the Union was for a general increase of 16 cents per hour to all employees. As of the first of December, 1946, or thereabouts the Company called in the Negotiating Committee of the Union and advised them that an increase of 10 cents an hour had been granted by the Company, the increase was refused by the Union but was put into effect by the Company, and has since been paid. The Union now proposes a further increase of 6 cents per hours plus off shift

premiums and the Union takes the position that this 6 cents is in the nature of an adjustment at the present time. The Company have refused to grant the additional 6 cents per hour and under the conditions which presently exist in the Gold Mining Industry the Board is not prepared to recommend any change in the wage scale at the present time nor can the Board recommend payment of the shift premiums which have been asked for by the Union.

5. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-off, but feels that he is unable to recommend in favour of the Check-off in this instance.

In addition to the above major items in dispute there were two other items in dispute which were mentioned during the Sittings.

The Union asked for a "Wage Opening Clause" and the Board is prepared to recommend such a clause providing for the opening of the wage question by either party on thirty days' written notice.

The Union asked for deletion of the words "or attributable to an act of God" from Clause "C" of Article 13 and it was intimated on behalf of the Company during the Sittings that the Company is prepared to delete this clause.

Dated at Brampton, Ontario, this 25th day of September, A.D. 1947.

(Sgd.) A. COCHRANE

(Sgd.) J. C. ADAMSON

Minority Report

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:—

1. *Hours of work and overtime:* The union's demands in connection with payment of overtime are reasonable and I recommend in favour of them.

2. *Statutory holidays:* I would recommend payment of double time if worked and payment of straight time if not worked for the following statutory holidays: Good Friday, Dominion Day, Labour Day, Thanksgiving Day, New Year's Day, Christmas Day.

3. *Vacations with pay:* I would recommend one week's vacation with pay after one year's service, pay to be on the basis of 2 per cent of the employee's previous year's earnings, and two weeks' vacation with pay after five years' service, pay to be on the basis of 4 per cent of the employee's previous year's earnings.

4. *Wages:* The union has made an original demand of \$0.16 an hour increase in the case of all hourly rated employees. As of the 1st of December, 1946, the company granted and put into effect, after the demand of the union, an increase of \$0.10 an hour. Since the 1st of December, 1946, the cost of living has risen many points and it is just and reasonable that the additional \$0.06 per hour be granted and it is my recommendation.

5. *Union security or check-off:* There is no reason why the Company should refuse the check-off and I would strongly recommend it for this mining industry.

Respectfully submitted,

(Sgd.) GUY M. DESAULNIERS.

Report of Conciliation Board in Dispute between The Stovel Co. Ltd., Winnipeg, Man., and Stereotypers' & Electrotypers' Union, Local 59 (AFL-TLC)

On October 16, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge W. J. Lindal, Chairman, Winnipeg, appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, T. W. Laidlaw, K.C., and A. Murphy, both of Winnipeg, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

Sir:

Report on a dispute between the Stovel Company Limited, Winnipeg, Manitoba, hereinafter referred to as the Company, and Local 59, Stereotypers and Electrotypers Union (AFL-TLC), hereinafter referred to as the Union.

On February 24, 1947, the Minister of Labour appointed a Conciliation Board to endeavour to effect a conciliation of a dispute between the Company and the Union on the matters on which they had not been able to agree.

By letter dated March 18, 1947, the chairman was informed by the Director of Industrial Relations that the members of the Board of Conciliation were constituted as follows:—

His Honour Judge W. J. Lindal, Chairman,
Mr. T. W. Laidlaw, K.C.,
Mr. A. Murphy,
all of Winnipeg, in Manitoba.

After some preliminary negotiations with representatives of the Company and the Union, a meeting of the Board was held on March 24, 1947. H. B. Monk, K.C., and R. R. Goodwin represented the Company and Patrick Landsley, Chairman of the Bargaining Committee of Local No. 59, represented the Union.

Representations were made on behalf of the Union and a formal brief was read and copies left with each member of the Board. An adjournment was requested by the Company and the sitting was adjourned to March 28. At that meeting representations were made on behalf of the Company and a formal brief read and copies left with each member of the Board.

Members of the Board felt that, in view of the stand taken by the Company that their employees were in a different position to others performing similar work, the plant should be visited and the Board did go through the plant on March 31. The following day the chairman had a long conversation with Mr. L. Stovel, Manager of the Company. Information was given to the effect that the Company was on the point

of selling out and that little could be done pending those negotiations.

On May 15 a majority of the Board met, primarily for the purpose of obtaining up-to-date information on the progress of the sale of the Company's business.

The full Board met on July 2 and the Chairman made a report to Mr. M. M. Maclean, the Director of Industrial Relations. An extension of time for a final report from the Board was granted, first to August 31 then to September 30; and finally to October 15, 1947.

On October 10, the Chairman of the Board received a letter from the solicitor for the Company wherein he states that the business of the Company has been transferred to a new company, incorporated as Stovel Press Limited, and that in the opinion of the Company the removal of one of the parties to the conciliation proceedings makes it unnecessary to proceed any further. The Board was convened and met this day.

It appears that the position taken by the Company is sound and the correct one. This becomes obvious when it is considered that there is no one on the Board representing the present employer which is a new company with different shareholders and directorate to that of the former employer, the Company in these conciliation proceedings.

The Board of Conciliation is of the opinion that there is nothing before it on which it can make a recommendation to the Minister and it accordingly reports its deliberations at an end.

(Sgd.) W. J. LINDAL,
Chairman.

(Sgd.) T. W. LAIDLAW,
Member.

(Sgd.) A. MURPHY,
Member.

Report of Conciliation Board in Dispute between Upper Canada Mines Ltd., Dobie, Ont., and Local 240, International Union of Mine, Mill & Smelter Workers (CIO-CCL)

On October 20, 1947, the Minister of Labour received the report of the Conciliation Board, the personnel of which was as follows: His Honour Judge A. Cochrane, Brampton, Chairman, appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, P. N. Tapley, Toronto, and George Harris, Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Sir:—

Your Conciliation Board herein now begs leave to report.

The Sitzings of this Conciliation Board were held at Kirkland Lake on the 11th day of June, 1947.

The Chairman and Messrs. P. N. Tapley and George Harris, members of the Board, were all present at the Sittings.

The Union was represented by Messrs. T. F. McGuire (International Representative), H. Wildman and A. J. McMillan and the Company was represented by Messrs. R. J. Henry, Alex Harris and J. H. Botsford.

The Collective Bargaining Agreement between the Union and the Company was entered into on the 18th day of October, 1945, and expired on the 18th day of October, 1946. Negotiations for renewal were commenced on the 4th day of October, 1946, and continued into January of this year, but the agreement has not been renewed.

In this Conciliation there are the following major issues in dispute:—

1. Vacations with Pay.
2. Hours of Work, Overtime and Statutory Holidays.
3. Union Security or Check-Off.
4. Shift Premiums.
5. Transportation.
6. Wage Increases and Open End Wage Clause.
7. Bonus Ceilings.

The matters in dispute will be dealt with in the order in which they are above set out.

1. VACATIONS WITH PAY

The Union asked for 2 weeks' vacation for all employees who have completed one year's service with the Company. The Company offers no change in the provisions or scheme of the former Agreement.

The Board recommends one week's vacation with pay after one year's service, pay to be on the basis of two per cent of the employee's total earnings for the previous year, and two weeks' vacation with pay after five years' service, pay to be on the basis of four per cent of the employee's total earnings for the previous year.

2. HOURS OF WORK, OVERTIME AND STATUTORY HOLIDAYS

The question of hours of work was not seriously pressed by the Union although in the first instance the forty-hour week was asked for and it now appears that the Union is satisfied with the forty-eight-hour week. The request for overtime pay for all work in excess of the eight-hour day or the forty-eight hour week was, however, pressed by the Union. The Union request in this respect appears to be reasonable and payment at the rate of time and a half for all time worked over the eight-

hour day, and for all time worked in excess of the forty-eight hour week is therefore recommended.

It would be necessary, however, to draft a suitable clause to cover the case of those employees who, by arrangement, work eight and one-half hours per day in order to obtain a half day off.

The Board is unable to recommend any change in the plan as set out in the former Agreement, with regard to Statutory Holidays.

3. UNION SECURITY OR CHECK-OFF

The Board is unable to recommend at the present time and under existing circumstances any form of Check-Off or collection of Union dues by pay deductions through the books of the Company. The Chairman of the Board would like to make it clear that he is not opposed on principle to certain forms of the Check-Off but feels that he cannot recommend in favour of the Check-Off in this instance.

4. SHIFT PREMIUMS AND WAGE INCREASES (6) CAN PERHAPS BE DEALT WITH TOGETHER

The original demand of the Union was for a general wage increase of 16 cents per hour to all employees and for certain shift premiums as outlined in the Union's proposals. Effective December first, 1946, an increase of 10 cents per hour was granted by the Company and put into effect, the Company called in the negotiating Committee of the Union and advised them that this increase was being put into effect. The Union now proposes a further increase of 6 cents per hour plus the shift premiums above referred to.

Under the circumstances which presently exist in the Gold Mining Industry in Canada the Board is not prepared to recommend any change in the wage scale, nor is it prepared to recommend payment of the shift premiums which have been asked for.

5. TRANSPORTATION

The Union proposed that the Company shall pay transportation for all workers. This is a somewhat difficult question to deal with because of the fact that some of the employees of the Company live at Kirkland Lake, some at King Kirkland and many at Dobie. The mine is about 11 miles from Kirkland Lake, King Kirkland is three miles nearer to the mine, and Dobie is adjacent to the mine property. In order to maintain the service the Company, as a temporary expedient, subsidizes the Bus Company in a substantial sum and if this had not been done the Bus Company would have either raised their rates or perhaps

have discontinued the service to the detriment of both the men concerned and the Mining Company as well.

The Board after careful consideration has decided that it cannot recommend in favour of the Union proposal in this regard.

6. OPEN END WAGE CLAUSE

The Board recommends in favour of a Wage Opening Clause providing for opening of the wage question by either party on thirty days' written notice.

7. BONUS CEILING

Subsequent to the meetings of this Board this matter was taken up by the Company and the Union, a meeting was held with a Committee of the Union and the Chairman has been advised by the Resident General Manager of the Company that at the conclusion of the meeting the Committee expressed themselves as satisfied with the outcome. As the matter has been settled between the parties, it is not necessary for us to deal with it further.

The question of holidays with pay is mentioned in the proposals of the Union which were submitted to the Company and it is presumed that, strictly speaking, it should come under the head of "Hours of Work and Overtime."

The Board is unable to recommend any change in the plan as set forth in the former agreement between the Union and the Company.

There are one or two minor matters which still appear to be outstanding as between the Union and the Company but they are such that they could be settled between the Company and the Union, and we therefore make no recommendations in connection with them.

Dated at Brampton this 27th day of September, A.D. 1947.

(Sgd.) A. COCHRANE

(Sgd.) P. N. TAPLEY

Minority Report

I have had the privilege of reading the report of the Chairman of the Board of Conciliation but find that I am in disagreement with some of his findings and therefore submit a minority report.

Matters in dispute between the Union and the Company were, as stated in the Chairman's report:—

1. Vacations with pay.
2. Hours of work, overtime and statutory holidays.
3. Union security and check-off.

4. Shift premiums.

5. Transportation.

6. Wage increases and the open end wage clause.

7. Bonus ceilings.

The matter of bonus ceilings was settled between the Company and the Union on June 14 last and has been accepted by the Union membership. Therefore no recommendation on this is required.

With respect to paid vacations I feel that the Union's original request of two weeks after one year's service is a reasonable one and certainly desirable in the mining industry. I therefore recommend that this should be agreed to by the Company.

On hours of work and overtime, I agree with the report of the Chairman inasmuch as there was substantial agreement between the parties at the time the Board met and I believe that full agreement can be arrived at between the parties without a recommendation from the Board.

The Union's claim for 6 statutory holidays which shall be paid for at straight time when not worked if no work is available and paid at double time when worked is one that should be readily granted by the Company in view of many industries, through agreements with the Unions, putting into effect 8 paid statutory holidays. In the electrical industry, for example, there are 13,750 employees enjoying 8 paid holidays.

It is high time that the mine operators recognized that the claims of their employees for equal treatment with other industrial workers.

The Union's demand for a form of Union Security was:—

The Company shall during the life of this Agreement deduct, as a condition of employment, the sum of not more than One Dollar and Fifty Cents (\$1.50) from the first pay cheque due in each calendar month to each such employee and remit the same prior to the 10th day of the month following the month in which such deduction is made, to the Financial Secretary of the Union.

The Company took a rigid position with respect to this demand and refused to give any consideration to even a voluntary revocable check-off; in fact, they made it clear that under no circumstances would they agree to a check-off.

This to my mind indicates very clearly that the Company is very much opposed to the Union and, at the first favourable opportunity, will try to rid itself of the Union.

If this is the case, and there is every indication that it is, then the Union most certainly

needs a form of Union security and the original request of the Union should, in my opinion, be acceded to.

Shift premiums are commonplace in most industries and there seems to be no real reason why employees in the mining industry should not be paid such premiums. The Union's demand is for a 5-, 7½- and 10-cent per hour premium dependent on the shift being worked.

The question of transportation arises because the mine is situated at Dobie, some eleven miles from Kirkland Lake, where a large number of the employees reside.

During the Board hearing the Company stated they intended embarking on a home-building program at Dobie. Until such time as housing is available at Dobie, I would recommend that the Company assume the costs of transportation for the miners involved.

The Union's demand for a general wage increase of 16 cents per hour is indeed very conservative considering the tremendous increase in the cost of living and the much higher wage increases obtained in such industries as rubber, electrical, lumber, etc., during the years 1946-47.

An increase of 10 cents per hour was made effective by the Company in December of 1946. My recommendation is that there be an additional 6 cents per hour increase and that this 6 cents per hour be retroactive to December 1, 1946.

In my opinion the miners are at this time entitled to a much greater increase than that which is asked.

I base this opinion on examples taken from the electrical industry, with which I am familiar. During the 1946-47 period wage increases were obtained with the following companies amounting to:—

	cents
Canadian Westinghouse Company ...	29
Canadian General Electric Company..	27
Electro-Metallurgical Company	20
English Electric	30
Page-Hersey Tubes Ltd.	33

A great deal more could be said in this report on the wage question, union security and the other matters in dispute. However, rather than indulge in repetition I would refer to the report I made as a Board member in the dispute between Local 240, I.U.M.M. & S.W., and Lakeshore Mines Limited. This report is dated May 12, 1947, and appears in the LABOUR GAZETTE for June, 1947.

I agree with the Chairman of the Board that there should be an open end wage clause on thirty days' notice. However, I contend that it should be only opened on the request of the Union for upward wage adjustments.

(Sgd.) GEO. HARRIS,
Board Member.

Appointment of Industrial Disputes Inquiry Commissions Under Wartime Labour Relations Regulations, P.C. 1003

Canadian Pacific Railway Company

REFERENCE was made in the October issue of the LABOUR GAZETTE to the appointment of the Honourable Mr. Justice W. F. Schroeder, of Toronto, as an Industrial Disputes Inquiry Commission to investigate a dispute between the Canadian Pacific Railway Company and the Brotherhood of Sleeping Car Porters. The matter arose out of the terms of a finding and direction of the National War Labour Board issued on October 30, 1946, in connection with an application made by the Canadian Pacific Railway Company and the Hamilton and Buffalo Railway Company, as employers, for permission to increase basic wage rates of certain occupational classifications of employees, and also involved consideration of other findings and directions of the National War Labour Board affecting various other railway companies and trade unions. It was claimed by the Sleeping Car

Porters that, under a proper interpretation of the award of the National War Labour Board, they were entitled to an increase of 10 cents per hour. The Company, on the other hand, maintained that sleeping car porters were monthly-rated employees and, as such, were entitled to an increase of \$20.80 per month.

In his report to the Minister of Labour, the Commissioner examined in detail the terms of the pertinent findings and directions of the National War Labour Board and the provisions of the existing collective agreement between the Canadian Pacific Railway Company and the Brotherhood of Sleeping Car Porters. The conclusions arrived at by the Commissioner are contained in the following excerpts quoted from his report:—

"Going back to 1927 and considering the terms of the agreement then in force and considering the terms of the agreement in force

in 1945, I cannot escape the conclusion that the fundamental basis of the agreement is to provide a monthly rate of pay for the employees affected. The setting up of a constructive month limited to two hundred and forty hours with a provision for overtime in respect of hours worked beyond that number, while for certain limited purposes putting such employees on an hourly basis, does not have the effect, in my opinion, of altering what I regard to be in substance and in fact the fundamental agreement between the company and the employees concerned to provide for a monthly rate of pay. In determining what the hourly rate of each employee is, the method pursued in practice is to divide the monthly rate by two hundred and forty in the case of men engaged on either assigned or unassigned runs. If some such method were not adopted, it would be impossible to give effect to the two-hundred-and-forty-hour month and to the arrangement for payment of overtime, but how that can be said to constitute these men hourly-rated instead of monthly-rated employees I fail to apprehend. It was argued

very forcibly that, in any event, the employees engaged on unassigned runs, or 'extras' as they have been described, have every right to claim that they, at least, are hourly rated employees. I do not think that this follows, however, because their hourly rate of pay (and they are only paid for the hours actually worked by them) is determined in the same way as is the hourly rate of those porters who operate on assigned runs, namely by dividing the basic monthly rate of pay to which they are entitled by two hundred and forty. The monthly rate is, therefore, the unit which is taken for estimating the overtime pay, or pay at the hourly rate, to be made to all the employees engaged in this service . . .

"I am, therefore, of the opinion that the employees of the company represented by the Brotherhood of Sleeping Car Porters are properly to be regarded as monthly-rated employees and that they are entitled to add \$20.80 per month to the existing basic rate of pay under the terms of the finding and direction above referred to and of which clarification is sought in the proceedings before me."

Canada Coach Lines, Limited

It was reported in the October issue of the LABOUR GAZETTE, that the Minister of Labour had appointed His Honour Judge Samuel Factor, of Toronto, as an Industrial Disputes Inquiry Commission to investigate a complaint that Canada Coach Lines, Limited, Hamilton, Ontario, had dismissed two employees because of their membership in, or activity on behalf of, the Canadian Brotherhood of Railway Employees and Other Transport Workers.

A hearing of the case took place at Toronto on October 16, 1947, at which testimony was given by nine witnesses. In his report to the Minister of Labour, after carefully analyzing the evidence, the Commissioner found that assuming that the action of the company officials in checking the cash and tickets of the two bus drivers in question shortly before their dismissal created an impression or suspicion

in their minds that the company was trying to "get them" for union activity, there was not sufficient evidence that such was the case. He also found that the failure of the company to discharge four other employees who were fined for speeding might have created a suspicion that the men involved were being discriminated against, but that he could not make a finding of discrimination upon suspicion alone, and there was no circumstantial evidence in the case such as to show a preponderance of probability of this having occurred. In conclusion the Commissioner found that the two employees were dismissed for breaches of company regulations in connection with the operation of their busses; that this was the principal reason for their discharge; and that they were not dismissed or otherwise discriminated against because of their union affiliation.

Conciliation Work of the Industrial Relations Branch During October, 1947, Under the Conciliation and Labour Act

OFFICERS of the Industrial Relations Branch dealt with 3 industrial disputes during the month of October, involving 6,002 workpeople employed in 29 separate establishments. Of these, two were new disputes which originated during the month and 1 was a situation which had been untermiated as of September 30, and received further attention in

October. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.

Coal Mining 1

TRANSPORTATION AND PUBLIC UTILITIES

Water 1

Miscellaneous 1

Nature of Dispute or Situation

Threatened strike 1

Arbitration 2

Predominant Cause or Object

Increase in wages and other changes .. 1

Other union questions 1

Unclassified 1

Disposition

Decision rendered in arbitration 1

Disposition pending 2

Method of Settlement

Arbitration 1

Settlement pending 2

Brief summaries of the cases of chief interest are given below:—

Deepsea Shipping Employees, East and West Coasts.—Disputes between deepsea shipping operators and four maritime unions engaged the serious attention of officers of the Department of Labour during October, and, at the end of the period under review, the threat of a strike which would tie up the movement of Canada's merchant fleet between home ports and foreign harbours had not been removed.

Collective agreements between 27 companies operating deepsea cargo vessels from Atlantic and Pacific ports and the unions representing their licensed and unlicensed employees were expiring and negotiations for their renewal had been scheduled to take place at Vancouver. The shipping operators were represented, for

the most part, by officials of the Shipping Federation of Canada, Montreal, P.Q., and the Shipowners' Association (Deepsea) of Vancouver, B.C. The unions involved were the Canadian Merchant Service Guild (T.L.C.C.), representing deck officers (Masters and Mates); the National Association of Marine Engineers of Canada, Inc. (T.L.C.C.), representing engineer officers, the Canadian Communications Association, Marine Department (C.I.O. and C.C.L.), representing radio officers; and the Canadian Seamen's Union (T.L.C.C.), representing unlicensed employees.

Following a preliminary meeting on October 6, dates were fixed to negotiate, in turn, with regard to the three groups of licensed officers. At each of these meetings a joint committee chosen by the three officers' unions presented itself as the accredited bargaining committee and insisted that it be accepted as the bargaining agency in dealing with each of the collective agreements affecting deck officers, engineer officers and radio officers. The ship owners strongly opposed this departure from former practices, and contended that separate bargaining committees should function.

Negotiations commenced on October 15 between the employers and the Canadian Seamen's Union, but the impasse continued between the other groups, and their discussions were confined to the method of bargaining rather than the issues relating to the terms of new collective agreements. On October 17, the Canadian Merchant Service Guild put forward a proposal to the ship owners that there be a meeting between the employers' groups and representatives of the three officers' unions, each representing their own organization, at which joint discussion would take place on the matters affecting all officers. It was also proposed that when the common problems had been cleared away, the problems affecting each group could be dealt with separately by the representatives directly affected. This suggestion was accepted by the employers. The principal representatives of the engineer officers and radio officers also indicated that they were satisfied with such a procedure.

Further negotiations then took place separately with regard to the three groups of officers and the unlicensed employees respectively, although it was reported that the representatives of all four unions had formed a joint "Marine Council."

The demands of the employees' representatives included substantial wage increases (15 cents per hour) and radical changes in hours of work and other working conditions. On the question of wages, the employers made an offer of a five per cent increase.

On October 25 the four unions jointly notified the operators' Federations that the employers' counter proposals were "unacceptable and completely inadequate." When a complete collapse of the negotiations appeared unavoidable, the Vancouver officer of the Industrial Relations Branch, arranged a meeting in the offices of the Department of Labour on October 27 which was attended by all parties. On behalf of the Minister of Labour, the Industrial Relations Officer (who had kept closely in touch with all previous negotiations) announced the Department's readiness to appoint at once an Industrial Disputes Inquiry Commission to conciliate the dispute, or if preferred by the parties, the Minister would appoint a Board of Conciliation and have it constituted at the earliest possible moment.

The employers' representatives stated that they would agree to either suggestion, but the union's spokesman said that more time would be needed to consider the Department's proposals, and that any further proceedings would likely take place in Montreal or Ottawa.

Later the heads of all four unions notified the Minister of Labour that they would welcome any proposal which would expedite a

satisfactory settlement and, to that end, representatives of all the unions would come to Ottawa for consultation with him on November 7.

Harbour Workers, Halifax, N.S.—Upon the joint request of the parties, the Minister of Labour on October 14 appointed His Honour Judge K. L. Crowell, of Bridgetown, N.S., as Chairman of a five-man Board of Arbitration to deal with a dispute between the National Harbours Board, Halifax, N.S. and Local No. 231, Canadian Brotherhood of Railway Employees and Other Transport Workers. The issue arose out of the temporary appointment by the National Harbours Board of one of its employees to the position of Maintainer General when the union claimed that another man should have been appointed because of seniority in employment. In a majority decision, the chairman and the representatives of management on the Board of Arbitration found that, under the terms of the collective agreement between the parties, the National Harbours Board had been within its rights and had not violated any of the terms of the written agreement.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A FILE of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Mining: Metal Mining

KIRKLAND LAKE, ONT.—LAKE SHORE MINES LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 240.

Agreement to be in effect from June 1, 1947, to June 1, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE* for January, 1946, p. 48, with the following changes—

Vacation: one week (6 days) with pay for all employees with one year's seniority. An additional week with pay for all employees with 5 or more years' seniority shall be granted as from January 1, 1947. Union rights: The union reserves the right to open negotiations with the company on 30 days' written notice in respect to wage increases, shift premium, and classification adjustments during the life of the agreement.

YELLOWKNIFE, N.W.T. — THE CONSOLIDATED MINING AND SMELTING COMPANY OF CANADA, LIMITED AND THE INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 802.

Agreement to be in effect from April 1, 1947, to March 31, 1948, and thereafter from year to year subject to notice. The Company recognizes the union as the exclusive bargaining agent for all eligible employees. There will be no intimidation or discrimination either by the company or the union because of membership or non-membership in the union. Check-off: The company agrees to deduct the initiation fee and monthly dues from the pay of employees who so authorize and to remit same to the union.

Hours of work: 8 per day (for underground workers 8 hours from collar to collar) 6 days per week a 48-hour week. Overtime: time and one-half for all work in excess of these hours and for 6 specified holidays when worked.

Vacation: one week with pay to employees with one year's service with the company, 2 weeks with pay to those with 5 or more years' service. Employees with less than one year of service but more than 2 months' shall receive one half day with pay for each month of service. For each period of 30 consecutive days during the year an employee is absent from work, with-

out proper cause, there shall be deducted from the vacation pay to which he otherwise would be entitled one-twelfth or one-half day's pay as the case may be.

Hourly wage rates for certain classes: Mine—shaft miner \$1.18; timbermen, raise and drift miners, diamond drillers, steel sharpeners \$1.13; stoep miners, skip tenders \$1.08; motormen \$1.04; handmuckers, trackmen, miner's helpers, samplers, timber helpers, nippers \$1.01; steel sharpener's helpers, trammers, deckmen, underground labour 98 cents; surface—hand steelers, tractor drivers, truck drivers \$1.01; buckers, firemen 98 cents; labourers 92 cents; mill—repairmen, roastermen \$1.13; flotation operators, solution men \$1.08; crushermen, ball mill operators \$1.04; oilers, ore sorters and helpers 98 cents; tradesmen—dragline operators \$1.43; bulldozer operators, machinists, plumbers or steamfitters \$1.18; mechanics, pipefitters, welders \$1.08 to \$1.13; blacksmiths, electricians, carpenters \$1.08 to \$1.18; painters \$1.03 to \$1.13.

In the event that a general wage increase is granted by the Ontario Gold Mining Industry the wage scale shall be subject to renegotiation upon 30 days' notice. A premium of 3 cents per hour shall be paid for hours worked on the afternoon shift and 4 cents per hour extra for hours worked on the night shift and 5 cents per hour extra for hours worked on the graveyard shift.

The company agrees to provide transportation to the property in accordance with its present regulations. The charge for board and lodging shall remain constant at \$2 per day for the life of the agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Tobacco and Liquors

CORRECTION

HAMILTON, ONT.—THE TUCKETT TOBACCO COMPANY LIMITED AND THE TOBACCO WORKERS INTERNATIONAL UNION, LOCAL 269.

In the agreement which was summarized in the *LABOUR GAZETTE*, September, 1947, p. 1304 in the sentence on "Vacation", the sixth line states—"while those who have 10 years' service are allowed an extra 2 days with pay, etc." This should read, "while *salaried* employees who have 10 years' service are allowed an extra 2 days with pay, etc."

The correct summary is:—

Vacation: one week with pay for employees with 12 months' continuous service with the company (salaried employees receive 2 weeks with pay), employees with 7 years' continuous service receive an additional week with pay; while salaried employees who have 10 years' service are allowed an extra 2 days with pay, those with 15 years' service an extra 4 days with pay and those with 20 years' service an extra week.

Manufacturing: Textiles and Clothing

GUELPH, ONT.—THE GUELPH CARPET AND WORSTED SPINNING MILLS LIMITED AND THE TEXTILE WORKERS' UNION OF AMERICA, LOCAL 741.

Agreement to be in effect from February 1, 1947, to January 31, 1948, and thereafter from year to year subject to notice. The company agrees to accept the union as the sole collective bargaining agency for all eligible employees. Union shop: all present and future employees after their probationary period shall become and remain members of the union in good standing. Check-off: the company agrees to deduct monthly from the pay of all eligible employees union dues not in excess of \$1.50 and to remit same to the union.

Hours of work: 9 per day, 5 days per week, a 45-hour week (hours for engineers, firemen and watchmen to be as mutually agreed upon). Overtime: time and one-half for work in excess of the above regular hours, for all work on Sundays or seventh day and for work on 8 specified holidays, in addition to regular rates of wages for these holidays when they fall on a normal working day for employees working the work days immediately preceding and following the holiday.

Vacation: those with 3 months' continuous service receive a vacation with 2 per cent of earnings during previous year. Those with 5 years' or more continuous service shall receive 4 per cent of earnings during previous year. If the company elects to close down the plant, employees with less than 3 months' service with the company shall receive one week's vacation without pay. Organized shifts, not occurring during regular working hours, special short shifts, and night shifts are to be paid regular rates plus 10 per cent for all hours up to and including 45 in one week.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

TORONTO, ONT.—ALUMINUM GOODS LIMITED (TORONTO WORKS) AND UNITED STEELWORKERS OF AMERICA, LOCAL 2858.

Agreement, following conciliation of dispute (L.G., June, 1947, p. 803), to be in effect from June 5, 1947, to June 5, 1948, and thereafter from year to year subject to notice. Neither the company nor the union will discriminate against any employee by reason of race, colour, creed, nationality, religious or political beliefs or of union affiliation or non-union affiliation or union activities.

Hours of work: average weekly hours not to exceed 44 per week nor 48 in any one week. Overtime: time and one-quarter for all work on Sundays and 8 specified holidays, 4 of which are paid holidays.

Vacation: hourly paid employees shall be entitled to one week with pay equal to 2 per cent of previous year's earnings after one year of service and to 2 weeks with pay after 5 years' service. Continuous shift workers normally reporting 8 hours on their clock cards and who are expected to work straight through the shift, will be allowed 21 minutes on company time for a lunch period.

Hourly wage rates effective March 11, 1947: minimum rate for men 70 cents, for women 52½ cents. It is understood that the rate for new employees shall be increased to 75 cents

and 58½ cents respectively within 6 weeks or their employment terminated. Minimum and maximum rates for certain experienced classes in the various departments follow: Alumilting—operator "A" 87½ and 95 cents, operator "B" 75 and 87½ cents; Die Casting—machine operators 75 and 95 cents and 80 cents to \$1.05, trimmers 75 and 80 cents; Foil Finishing—interleavers 80 and 85 cents, shear and square shear operators 80 and 90 cents, machine helpers 75 and 80 cents; Foil Rolling—doublers 80 and 90 cents, finish rollers 95 cents and \$1, breakdown rollers 75 and 90 cents; Holloware—press operators 80 and 85 cents, machine operators 70 to 80 cents and 75 to 85 cents, toolsetters 90 to 95 cents and 95 cents to \$1, welders 80 to 90 cents and 90 cents to \$1; Job Shop—sheet metal workers 97½ cents to \$1.07½ and \$1.02½ to \$1.17½; Machine Shop—machinists 85 cents to \$1.02½ and \$1.02½ to \$1.07½, toolmakers \$1.05 to \$1.15 and \$1.15 to \$1.30; Maintenance—electricians 80 to 90 cents and 95 cents to \$1.15, carpenters 80 to 95 cents and 95 cents to \$1.05, plumbers 80 to 95 cents and 95 cents to \$1.15, apprentices 57½ to 92½ cents; Service—blacksmiths 90 cents and \$1, engineers (second to fourth class) 75 to 95 cents and 82½ cents to \$1.05; Shipping—packers 75 to 80 cents and 80 to 85 cents. Inexperienced job rates for women and youths—(minimum and maximum) improvers 64 to 80 cents and 75 to 90 cents, beginners 52½ to 58½ cents and 58½ to 72½ cents. Supervisors receive a premium of from 5 to 12½ cents, depending upon the number of employees supervised, on top of the rate supervised.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

LEASIDE (TORONTO), ONT.—SANGAMO COMPANY LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LOCAL 235 and 1755.

Agreement to be in effect from May 21, 1947, to May 20, 1948, and thereafter from year to year subject to notice. The Company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. Eligible employees may or may not become members of the union. There will be no discrimination, interference, restraint or coercion because of membership or non-membership in the union. There is a joint labour management production Committee as well as a plant Committee.

Hours of work: day and night shifts each to be 43½ hours per week. Overtime: time and one-half for work in excess of the regular daily or weekly hours and for all work on Sundays and on 2 specified statutory holidays. Two additional holidays are paid holidays for employees working on the work days immediately preceding and following the holiday. Work performed on these days will be paid for at straight time in addition to regular rates. All work in excess of 60 hours in any one pay week will be paid for at double time.

Vacation: one week with pay for employees with one year's continuous service with the company, 2 weeks with pay for those with 5 years' service, to those with 15 years' service 2 weeks with pay equal to 5 per cent of previous year's earnings, those with 25 years' service receive 3 weeks with pay, employees with 6 months' service but less than one year receive one week with pay equal to 2 per cent of earnings during previous year.

Hourly wage rates: day work minimum and maximum grade 1, \$1.18 to \$1.35; grade 2, \$1.10 to \$1.26; grade 3, \$1.03 to \$1.18; grade 4, 96 cents to \$1.10; grade 5, 90 cents to \$1.03; grade 6, 84 to 96 cents; grade 7, 78 to 89 cents; grade 8, 73 to 83 cents; grade 9, 68 to 78 cents; grade 10, 63 to 72 cents; grade 11, 59 to 67 cents; grade 12, 55 to 63 cents. A bonus of 5 cents per hour shall be paid to all factory employees for night shift work.

Apprentices shall serve a 4-year apprenticeship with an additional year as an improver before qualifying as a journeyman. Apprenticeship hourly wage scale: first 6 months 44 cents, second 6 months 50 cents, third 6 months 55 cents, then 61 cents, 66 cents, 72 cents, 77 cents to eighth 6 months 83 cents, improver ninth 6 months 90 cents, tenth 6 months 99 cents, toolmaker \$1.10.

The above wages represent increases of from 9 to 31 cents per hour over the rates in effect in January, 1945.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Non-Metallic Minerals and Chemicals

TORONTO, ONT.—BAKELITE COMPANY (CANADA) LIMITED AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 512.

Agreement to be in effect from May 19, 1947, to May 18, 1948, and thereafter from year to year subject to notice. The Company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. There will be no discrimination, interference, restraint or coercion either by the company or the union because of membership or non-membership in the union. Check-off: the company agrees to deduct union dues monthly from the pay of employees, who so authorize, and to remit same to the union.

Hours of work: 8 per day or shift and 44 per week. Overtime: time and one-half for work in excess of the regularly scheduled daily or weekly hours. Eight specified holidays will be paid holidays if they fall on normal working days for employees who are available for work on the regularly scheduled working days immediately preceding and following the holiday.

Vacation: one week with pay for employees with one year's service with the Company, 2 weeks with pay for those with 2 years' service, 3 weeks with pay for those with 15 years' service and 4 weeks with pay for those with 25 years' service.

Hourly wage rates: (effective April 23, 1947) the parties to the contract agree that the wage schedule may be reviewed by collective bargaining at any time after 6 months from the effective date on 15 days' notice from either party. It is agreed that only one such negotiation on the wage schedule may be undertaken during the term of the contract by either party. This does not preclude the right of the other party to also open negotiations once on the question of wages during the term of the contract. Minimum rates for certain classes (maximum rate is 5 cents per hour higher) millwrights, electricians (grade 1) \$1.22½; steamfitters, leading operators (grade 1), millwrights (grade 2) \$1.12½; steamfitters (grade 2), stationary engineers (third class) \$1.07½; stationary engineers (fourth class), chief shipping clerk \$1.02½; press operators, laminators, 97½ cents; receiving clerks, auto truck drivers, oilers, ball mill grinder operators 92½ cents; trimmers, cutting machine operators 87½ cents; production helpers, records clerks, janitors 82½ cents. A premium of 3 cents per hour will be paid employees who work on the "evening shift" and 5 cents per hour to employees who work on the "night shift". (The above rates are reported in the press to be an increase of 9½ cents per hour.)

Provision is made for seniority rights and grievance procedure.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN QUEBEC, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agree-

ment is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of 2 new agreements, the amendment of 9 others and the correction of 2 agreements. These include the amendment of the agreements for clockmakers at Montreal published in the *Quebec Official Gazette* of October 4, and for building trades at Chicoutimi in the issue of October 11, and of the agreement for retail stores at St. Hyacinthe and the correction of the agreement for building trades at Sorel in the issue of October 18. The others are summarized below.

Requests for the amendment of the agreement for wholesale food stores at Quebec and for a new agreement for the uncorrugated paper box industry for the province were gazetted September 20. Requests for the amendment of the agreements for building trades at Chicoutimi and for garages and service stations at Montreal were published on October 4. Requests for the amendment of the agreements for the corrugated paper box industry for the province and for building trades at Sorel were published on October 11. A request for the amendment of the agreement covering bakers and deliverymen at Three Rivers was gazetted October 18.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Mining: Non-Ferrous Smelting and Quarrying

BUILDING MATERIALS, PROVINCE OF QUEBEC

See below under "Manufacturing: Non-Metallic Minerals, Chemicals, etc."

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC

An Order in Council, dated September 23, and gazetted October 4, extends the term of the previous Orders in Council for this industry (L.G., May, 1946, p. 628, and previous issues) to November 1, 1947.

Manufacturing: Miscellaneous Wood Products

SASH AND DOOR INDUSTRY, QUEBEC

A correction of an Order in Council relating to this industry (L.G., March, 1945, p. 349; April, 1946, p. 498; May, p. 628, Aug., p. 1093; May, 1947, p. 690) was published in the *Quebec Official Gazette* of October 4, 1947. This correction provides that employees are to be paid double time for work performed on 8 specified holidays instead of 6, as previously stated.

Manufacturing: Metal Products

SHEET METAL INDUSTRY, MONTREAL

An Order in Council, dated October 8, and gazetted October 18, makes obligatory the terms of a new agreement between The Builders Exchange Inc., of Montreal (Sheet Metal Fabricating Section) and The Sheet Metal Workers International Association, Local No. 116. Agreement to be in effect from October 18, 1947, to September 1, 1948, and for an additional period of one month pending the adoption of a new agreement. Territorial jurisdiction comprises the Island of Montreal and within 15 miles from its limits.

Hours: 9 per day, 45 per week. Overtime is payable at time and one-half, double time on Sundays and specified holidays.

Minimum hourly wage rates: journeymen sheet metal mechanics \$1.05, sub-foremen \$1.17, charge hands \$1.12, welders—class A \$1.12,

class B \$1.01, class C 90 cents, production welders from 68 cents in first 6 months to 84 cents in fourth 6 months, machinists, assemblers and specialists 90 cents, toolmakers \$1.06, painters 99 cents, spray painters 85 cents, blacksmiths \$1.01, machine operators 84 cents, production workers 68 cents, helpers 62 cents, apprentices and boys under 18 years start at 46 cents with an increase of 5 cents an hour every 6 months, truck drivers, store keepers, shipping and receiving 68 cents, female workers 48 cents to 57 cents after 6 months. (These rates are increases of 5 cents over the rates paid from November 9, 1946). Employees working on night shifts receive 5 cents an hour in excess of above rates. One apprentice is allowed for every 2 journeymen employed.

Manufacturing: Non-Metallic Minerals, Chemicals, etc.

BUILDING MATERIALS INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated September 9, and gazetted September 20, amends the previous Orders in Council for this industry (L.G., Sept., 1944, p. 1141; July, 1946, p. 930; Dec., p. 1772).

Hours of work in the stone industry: hours remain unchanged at 44 per week for stone cutters, apprentice stone cutters and artificial stone dressers and 50 hours for other trades. Overtime is payable at time and one-quarter, with time and one-half for Sunday work. Minimum hourly wage rates: stone cutters 90 cents, planemen, stone turners, blacksmiths 70 cents, carborundum machine operators 60 cents, sawymen (all kinds) 50 and 60 cents, cranemen 60 cents, helpers and labourers 45 cents, ramblers and moulders 62 cents, artificial stone dressers 90 cents, modellers \$1, apprentice stone cutters from 40 cents per hour in first year to 60 cents during third year, apprentice planemen 51 cents during first 9 months to 61 cents during second nine months. (These increases range from 3 to 18 cents per hour). Vacation: one week with pay after one year's service, one half day's vacation-pay per month after 3 months' service. The number of years' apprenticeship in the stone cutting industry is reduced from 4 to 3 years.

Hours of work in the marble industry: 44 per week for marble cutters and apprentice marble cutters and 55 per week for all other classifications of labour. Overtime is payable at time and one-quarter, with time and one-half for work on Sundays. Minimum hourly wage rates: marble cutters 90 cents, compressors, saw setters, carborundum machine operators, bed rubber face, cranemen 60 cents, helpers and labourers 45 cents, sawymen on gang saws 50 cents during first 3 months and 60 cents thereafter, bed rubber end 50 cents, machine polishers (marble and terrazzo) first 3 months 55 cents, thereafter 65 cents, hand polisher 51 cents, terrazzo casters 70 cents, apprentice marble cutters from 40 in first year to 60 cents in third year, apprentice carborundum machine operators from 45 cents during first 6 months to 55 cents during third 6 months. (These increases vary from 8 to 28 cents per hour over the previous rates.)

Vacation: one week with pay after one year's service, one half-day's vacation-pay per month after 3 months' service. The number of years' apprenticeship in the marble-cutting industry is reduced from 4 to 3 years.

Another Order in Council, dated October 2, and gazetted October 11, amends the previous Orders in Council for this industry by providing that in the granite, stone and marble industries no apprentice may begin his apprenticeship indenture before 16 years of age or after 25.

Construction

BUILDING TRADES, SHERBROOKE

An Order in Council, dated September 18, and gazetted September 27, makes obligatory the terms of a new agreement between "L'Association des Constructeurs des Cantons de l'Est" and "Le Conseil national catholique des Métiers de la Construction des Cantons de l'Est". Agreement to be in effect from September 27, 1947, to March 31, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the counties of Sherbrooke, Compton, Frontenac, Stanstead,

Sheffort, Brôme, Missisquoi, Richmond, Wolfe, Drummond and Arthabaska and is divided as follows: zone I, the cities or towns of Sherbrooke, Farnham, Cowansville, Granby and within 5 miles from their limits; zone II, the cities or towns of Drummondville, Magog, Asbestos, Coaticook, Megantic, Victoriaville, Windsor, Arthabaska and within 5 miles from their limits; zone III, the remainder of the territorial jurisdiction.

Hours: 48 per week. Overtime is payable at time and one-half the minimum rate, even if the employee receives a higher wage than that set by the agreement. All work on Sundays and specified holidays is payable at double time, except for electricians, who are paid time and one-half.

Minimum hourly wage rates: there is an increase of 10 cents per hour in most of the trades. The new wage rates are shown in the accompanying table.

MINIMUM HOURLY WAGE RATES FOR BUILDING TRADES, SHERBROOKE

Trades	Hourly rates Zones		
	I	II	III
Bricklayer, mason, plasterer	\$1.10	\$1.05	\$1.00
Mason (foundation rough masonry)	1.00	0.95	0.90
Block layer	1.00	0.95	0.90
Cement finisher: wage rate set for the trade of the employee committed to that operation			
Painter, paper hanger	0.80	0.75	0.70
Sprayman	0.85	0.80	0.75
Painter work carried out outside a building at more than 45 ft. high	..	0.95	0.95
Carpenter-joiner	0.90	0.85	0.80
Pipe mechanic and steamfitter	0.90	0.85	0.80
Pipe welder	0.90	0.85	0.80
Junior journeyman—1st year	0.75	0.70	0.65
Tinsmith or sheet metal worker and roofer	0.90	0.85	0.80
Electrician	0.85	0.80	0.75
Stationary or portable steam engine man: cranes and mixers	0.85	0.80	0.75
Steam boiler fireman	0.75	0.70	0.65
Stationary or portable gasoline engine operator: cranes and mixers	0.70	0.65	0.60
Tractor and compressor operator	0.80	0.75	0.70
Tile layer	1.00	0.95	0.90
Ornamental iron erector	0.75	0.70	0.65
Terrazzo polisher (dry process)	0.75	0.70	0.65
Terrazzo polisher (wet process)	0.75	0.70	0.65
Driller and dynamite firer	0.80	0.75	0.70
Truck driver	0.70	0.65	0.60
Carter	0.70	0.65	0.60
Labourer (common worker)	0.70	0.65	0.60
Night watchman—60-hr. week	0.35	0.30	0.25
Operator—stationary or portable electric machines and electric cranes and mixers	0.70	0.65	0.60
Marble and terrazzo layer	0.70	0.65	0.60
Elevator operator	0.85	0.80	0.80
Blacksmith	0.80	0.75	0.75
Fireman (mechanical shovels)	0.75	0.70	0.65
Water carrier	0.45	0.45	0.45
Mechanical shovel operator (48 hours)	48.00	48.00	43.00
Painters (structural iron)	1.00	1.00	1.00
Structural iron workers (all categories)	1.11	1.11	1.11
Boiler-maker, erector and steam generator mechanic	1.11	1.11	1.11
Boiler-makers', erectors' and steam generator mechanics' helpers..	0.84	0.84	0.84

The wage rate for the installation of portable boilers and tanks under 2 tons is increased from 70 to 78 cents; for the installation of stokers in furnaces with a heating surface of 20 feet or less, the rates are increased from 80 to 89 cents and from 60 to 70 cents for helpers, for a 55-hour week. For maintenance men, wage rates for a 48-hour week are \$26.40 in zone I, \$24.40 in zone II, \$22.40 in zone III for

journeymen; and \$22.40 in zone I, \$20.40 in zone II and \$18.40 in zone III for labourers. Overtime for maintenance men is payable at the hourly rates specified for their particular trade.

Provisions are made for apprenticeship regulations and for board and travelling expenses for certain classes of employees working out of town.

BUILDING TRADES, QUEBEC

An Order in Council, dated September 18, and gazetted September 27, extends the term of the previous Orders in Council for this industry (L.G., Aug., 1944, p. 1007; March, 1946, p. 317, Aug., p. 1094; Oct., p. 1445; Aug., 1947, p. 1175, and previous issues) to November 1, 1947.

BUILDING TRADES, THREE RIVERS

An Order in Council, dated September 18, and gazetted September 27, amends the previous Orders in Council for this industry (L.G., March, 1944, p. 359; Aug., 1945, p. 1198; March, 1946, p. 317; Oct., p. 1444; March, 1947, p. 370, and previous issues). "L'Association des Constructeurs de la Mauricie Inc." is accepted as contracting party to the agreement.

Hours: 8 per day. However, on certain occasions employees may work a maximum of 10 hours per day at regular rates, provided hours do not exceed 48 per week. Mortar makers, plaster pourers, hod carriers, celanite mixers and labourers employed by bricklayers, masons and plasterers may work a maximum of 11 hours per day at regular rates, provided not more than 54 hours are worked per week. Minimum hourly wage rates, effective June 30, 1947: bricklayers, masons and plasterers—senior journeymen \$1.10 in zone I, \$1 in zone II, junior journeymen 75 cents in both zones; carpenters-joiners—senior journeymen 85 cents in zone I, 75 cents in zone II, junior journeymen 75 cents in zone I, 65 cents in zone II; painters—senior journeymen 80 cents in zone I, 75 cents in zone II, junior journeymen 70 cents in zone I, 60 cents in zone II; painters (spraying) 95 cents in both zones; paper hangers 80 cents in zone I, 75 cents in zone II; electricians (senior journeymen), roofers (slate and tile) 85 cents in zone I, 75 cents in zone II; electricians (junior journeymen), terrazzo polishers (dry process) 75 cents in both zones; labourers (common workers), mortar makers, plaster pourers, hod carriers, celanite mixers, truck drivers 65 cents in zone I, 60 cents in zone II; boiler firemen, roofers (composition) 75 cents in zone I, 65 cents in zone II; stationary enginemen, compressor operators, mixer operators (with certificates), cement finishers, joint pointers 80 cents in zone I, 70 cents in zone II; steam crane and elevator operators 90 cents in zone I, 80 cents in zone II; gasoline or electric crane and elevator operators, mixer operators (without certificates) 70 cents in zone I, 65 cents in zone II; millwrights, machinists, blacksmiths 85 cents in zone I, 70 cents in zone II; marble layers \$1 in both zones; tile layers 90 cents in both zones; terrazzo layers 80 cents in both zones; terrazzo polishers (wet process) 70 cents in both zones; lathers (wood or metal) 75 cents in zone I, 70 cents in zone II; lathers

(wood) per thousand \$3 in zone I, \$2.25 in zone II; drillers, riggers 70 cents in zone I, 60 cents in zone II; whitewashers 65 cents in zone I, 55 cents in zone II; horse drivers 60 cents in zone I, 55 cents in zone II. Minimum wage rates for apprentices: apprentice bricklayers, masons and plasterers from 45 cents per hour during first year to 70 cents in third year in both zones; apprentice electricians from 40 cents during first year to 55 cents during fourth year in both zones; apprentice carpenters-joiners from 35 cents to 65 cents in zone I and from 30 cents to 45 cents during third year in zone II; apprentice painters, paperhangers, millwrights, machinists, blacksmiths, marble, terrazzo, tile and mosaic setters, cement finishers, joiners and whitewashers from 35 cents in both zones to 55 cents in zone I and to 50 cents in zone II during third year. These are increases of 10 cents per hour in some cases, 5 cents in others, and no change in certain other occupations.

BUILDING TRADES, MONTREAL

An Order in Council, dated September 9, and gazetted September 20, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1252, Oct., p. 1447, Dec., p. 1774; March, 1947, p. 371, May, p. 690, July, p. 1003, Sept., p. 1308). Hourly wage rates for the elevator construction industry in the Montreal region only: mechanics \$1.35 per hour (an increase of 12 cents per hour over the previous rate, helpers 95 cents per hour, instead of the former 86 cents).

BUILDING TRADES, HULL

An Order in Council, dated October 8, and gazetted October 18, amends the previous Orders in Council for this industry (L.G., May, 1943, p. 639; April, 1945, p. 517; May, 1946, p. 629, Aug., p. 1094; Feb., 1947, p. 186, and previous issues). Other amendments to this agreement were published in the *Quebec Official Gazette* of March 29, April 19, June 7, and Aug. 2, 1947. Territorial jurisdiction comprises the counties of Hull, Gatineau, Papineau, Pontiac, Labelle and Temiscamingue and is divided as follows: zone I, the city of Hull and within 10 miles from its limits; zone II, the counties of Hull (with the exception of zone I), Gatineau, Papineau, Pontiac, Labelle and Temiscamingue.

Hours: in zone II, 55 hours per week ending on Saturday noon. Minimum wage rates: in zone II, the wage rate for carpenters, joiners and millwrights is increased from 80 to 95 cents per hour, for labourers and common workers from 50 to 60 cents per hour and for specialized workers from 55 to 70 cents per hour.

*Industrial Standards Acts, Etc.***Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario, Saskatchewan and Alberta**

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the

administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry

and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for

every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, p. 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario

Construction

CARPENTERS, OTTAWA

An Order in Council, dated September 24, and gazetted October 11, making binding the terms of a new schedule for carpenters in Ottawa, to be in effect from October 21, 1947, during pleasure.

Hours: 8 per day, Monday to Friday, a 40-hour week. Overtime is payable at double time, except that 4 hours' overtime may be added to any regular working day at time and one-half. Work on Saturday between 8 a.m. and 12 noon is also payable at time and one-half. Minimum hourly wage rate \$1.18 per hour. Employees working on night shifts receive 8 hours' pay for 7 hours' work; 8 hours' work may be performed during the night at regular rates where the work is of such a nature that it cannot be performed during the regular working day.

PLASTERERS, OTTAWA

An Order in Council, dated September 24, and gazetted October 11, makes binding the

terms of a new schedule for plasterers at Ottawa, to be in effect from October 21, 1947, during pleasure.

Hours: 8 per day, Monday to Friday, a 40-hour week. Overtime: time and one-half for overtime work up to 12 midnight from Monday to Friday and on Saturday morning; double time for all other overtime work. Minimum wage rate: \$1.28 per hour. Employees working on night shifts receive 8 hours' pay for 7 hours' work; 8 hours' work may be performed during the night at regular rates where the work is of such a nature that it cannot be performed during the regular working day.

PLUMBERS, OTTAWA

An Order in Council, dated September 27, and published in the *Ontario Gazette* of October 11, amends the previous Order in Council for this industry (L.G., Oct., 1947, p. 1476). This amendment does not affect the summary already given.

Saskatchewan

Construction

CARPENTERS, MOOSE JAW

An Order in Council, dated September 16, and gazetted September 27, makes binding the terms of a new schedule for carpenters at Moose Jaw, to be in effect from October 4, 1947, during pleasure.

Hours: 8 per day, 40 per week. Overtime is payable at time and one-half. Employees working on any of the specified holidays shall be paid, in addition to one day's wages at the regular rate, time and one-half their regular rate of wages for every hour or part of an hour during which they work on such holiday. Minimum wage rate: \$1.20 per hour. Employees

working on night shifts shall receive 8 hours' pay for 7½ hours' work. A carpenter in charge of 3 or more carpenters shall be paid an additional 10 cents per hour. Apprentices are governed by the terms of The Apprenticeship Act.

Service: Business and Personal

BARBERS, PROVINCE OF SASKATCHEWAN

An Order in Council, dated September 3, and gazetted September 13, amends the previous Order in Council for this industry (L.G., Oct., 1947, p. 1476). This amendment does not affect the summary already given.

Alberta

Manufacturing: Vegetable Foods, etc.

BAKERS, EDMONTON

An Order in Council, dated September 12, and gazetted September 30, makes binding the terms of a new schedule for bakers at Edmonton, to be in effect from October 10, 1947, to October 9, 1948, or thereafter during pleasure.

Hours: 8 per day, 48 per week for all employees (male or female). Overtime: all work in excess of the maximum hours of labour,

as well as work performed on specified statutory holidays, is considered overtime, the rate for which is not given in the schedule. Minimum weekly wage rates: bread and cake bakers—doughmen, ovenmen, cake bakers \$38, dividermen, moulder men, table or bench hands \$35.50, baker's helpers or assistants from \$25 to \$30, bread packers (male) from \$25 to \$28; shipping department—head shipper (male) \$31, shipper's assistants (male) from \$26 to \$28; wrapping department—

machine operator in charge (male, 21 years and over) from \$25 to \$28, machine operator's assistants (male, 21 years and over) from \$25 to \$26; other departments (male)—mechanics \$33, maintenance men \$30, janitors, cleaners, pan washers \$25; female help employed in bread or cake shop from \$18 to \$25. Any employee who works a minimum of 42 hours per week shall be paid the full weekly rate; temporary or part-time employees 5 cents per hour over the regular rate. Apprentices (16 to 21 years) are paid from \$18 per week during first 6 months to \$32 during eighth 6 months, thereafter \$35.50; apprentices (21 to 30 years) from \$22 during first 6 months to \$33.50 during sixth 6 months, thereafter \$35.50. Vacation: one week with pay after one year's service, 2 weeks with pay after 2 years' service.

Provision is made for apprenticeship regulations.

Construction

CARPENTERS. GRANDE PRAIRIE

An Order in Council, published July 15, makes binding the terms of a new schedule for carpenters in the Grande Prairie district, to be in effect from July 25, 1947, to July 25, 1948, or thereafter during pleasure.

Hours: 9 per day, 3 on Saturday, a 48-hour week. Overtime is payable at time and one-half, double time on Sundays and 4 specified holidays. Work on Labour Day is prohibited. When time has been lost due to stormy weather or for any other uncontrollable cause, a maximum of 9 hours may be worked at straight time on Saturday. Men working on night shifts shall receive 8 hours' pay for 7½ hours' work. Minimum hourly wage rates: first class carpenters \$1.10, second class carpenters 85 cents, labourers 70 cents. Apprentices are governed by the terms of the Apprenticeship Act of Alberta.

Industrial Hygiene in Quebec, 1941-43

The annual report of the Director of the Division of Industrial Hygiene in the Province of Quebec for the years 1941-3, contained in the second report of the Department of Health and Social Welfare, summarizes the work done by the Division to check specific hazards and promote healthful working conditions in industry.

Activities of the Division include inspection of factories and of lumber and other industrial camps to ensure the application of the statutory regulations (L.G. 1944, p. 793) and the provision of satisfactory conditions, laboratory research, technical and medical consultations, lectures and distribution of literature.

The Division maintains close contact with the Workmen's Compensation Commission. Claims for compensation for industrial diseases were reported to the Division and led to investigation of working conditions in the plants concerned.

From 1941 to 1943 inspections were mainly concerned with war plants, and were carried out in co-operation with the Department of Pensions and National Health, Ottawa. In 1943, 67 industrial plants were inspected in which were employed 80,000 workers, or nearly 20 per cent of all the workers in the Province.

The industries inspected included foundries, aeroplane plants, mines and quarries, clothing, footwear, asbestos, electro-chemical, paint, metallurgy, pulp and paper, munitions, paints, dye-works, ship-building yards, garages, potteries and textiles, and the investigations dealt

mainly with the dangers involved in exposure to lead, asbestos, silica, chlorine, phosphine, hydrochloric gas, phosphorus, benzol, trinitrotoluol, hydrogen sulphide, acid vapours, carbon monoxide and trichlorethylene.

About 3,000 lumber and other industrial camps were inspected in 1942. In that year inspectors of industrial camps numbered 27. In 1943, 300 more inspections were made than in 1942 and the proportion of approved camps continued to show a considerable increase.

Laboratory work included sampling the air in factories for gases, vapours and dusts, and analysis of atmospheric conditions, temperature, relative humidity, air velocity, etc. Specific tests were made to determine the concentration of mercurial vapours and carbon monoxide gas.

In 1942, a study was made to establish the degree of concentration of silica and lead dust to which workmen in a pottery plant were exposed. Another study attempted to determine the efficiency of a system of recovery of the asbestos dust in a mining plant. In 1943, a haematological service was organized to permit early diagnosis of lead or benzol poisoning.

In November, 1943, the Minister of Labour for Quebec appointed a commission to investigate working conditions of the potmen employed by the Aluminum Co. of Canada. The report of this commission was summarized in the LABOUR GAZETTE in 1944, p. 724.

Fair Wages Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from

the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During August and September

(1) *Works of Construction, Remodelling, Repair or Demolition*

During the months of August and September the Department of Labour prepared, on request, 64 and 69 fair wages schedules respectively for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period, the various Government Departments reported a total of 48 construction contracts awarded during August, and 46 during September. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wage schedules are available to trade unions or other *bona fide* interested parties on request.

Note: The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then

only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:

<i>August 1947</i>		
Department	No. of Contracts	Aggregate Amount
Canadian Commercial Corporation	3,113	\$3,136,392 00
Post Office	13	68,909 93
<i>September 1947</i>		
Canadian Commercial Corporation	3,633	8,340,337 00
Post Office	11	88,001 58

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST
AND SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wage Schedule
Canadian Commercial Corporation				
<i>August 1947</i>				
Grande Ligne, P.Q.	Restoration of Feller Institute Premises, Grande Ligne Internment Camp.	Mr. Phillippe Baillargeon, St. Johns, P.Q.	\$ 17,990.00	July 28, 1947
Halifax, N.S.	Replacement of smoke stack for central heating plant, Willow Park.	Francis Hankin and Company, Limited, Montreal, P.Q.	11,072.00	May 22, 1947
Halifax, N.S.	Repairs to retaining wall, Willow Park.	Fundy Construction Company, Limited, Halifax, N.S.	16,705.00	May 22, 1947

September 1947

Regina, Sask.	Paving job (asphalt) at National Defence Buildings.	Borosz Brothers, 7th & McIntyre Street, Regina, Sask.	\$17,204.85	Feb. 20, 1947
Fort Churchill, Man.	Construction of heating plant and pumping station.	Partridge - Halliday, Limited, 144 Lombard Street, Winnipeg, Man.	61,000.00	Aug. 21, 1947
White Horse, Y.T.	Construction of a permanent building at R.C.A.F. Station.	Poole Construction Company, Limited, Edmonton, Alta.	337,906.00	Sept. 2, 1947
Goose Bay, Labrador.	Repairs to boilers at the R.C.A.F. Station.	Messrs. Mander & Lucas, Montreal, P.Q.	9,131.00	Oct. 3, 1947
Centralia, Ont.	Extension to runways, taxi-strips, drainage systems and fine grading at R.C.A.F. Station.	Brennan Paving Company, Limited, Hamilton, Ont.	129,125.00	July 9, 1947
Trenton, Ont.	Repairs to runways and roads at R.C.A.F. Station.	H. J. McFarland Construction Company, Picton, Ont.	12,380.22	July 4, 1947
Fort Nelson, B.C.	Installation of water supply lines at R.C.A.F. Station.	Poole Construction Company, Limited, Edmonton, Alta.	13,800.00	Oct. 2, 1947

Central Mortgage and Housing Corporation

August 1947

Acton, Ont.	Construction of houses	The George Construction Company, Toronto, Ont.	\$138,500.00	June 19, 1947
Arnprior, Ont.	Construction of houses	M. J. Sulpher and Sons Limited, Renfrew, Ont.	79,575.00	July 10, 1947
Brampton, Ont.	Construction of houses	Maguire Contracting Company, Toronto, Ont.	78,375.00	July 11, 1947
Cochrane, Ont.	Construction of houses	Hill Clark-Francis Limited, New Liskeard, Ont.	157,500.00	July 10, 1947
Englehart, Ont.	Construction of houses	Hill Clark-Francis Limited, New Liskeard, Ont.	74,000.00	Aug. 1, 1947
Larder Lake, Ont.	Construction of houses	Mr. E. R. Tremblay, Kirkland, Lake, Ont.	99,634.50	May 13, 1947
Oakville, Ont.	Construction of houses	Meldrum Construction Company, Toront. Ont.	125,590.00	July 11, 1947
Owen Sound, Ont.	Construction of houses	Carter Construction Company, Toronto, Ont.	136,750.00	June 18, 1947
Paris, Ont.	Construction of houses	Johnson Bros. Company Limited, Brantford, Ont.	138,500.00	July 10, 1947
Preston, Ont.	Construction of houses	R. A. Booth Construction Company Limited, Niagara Falls, Ont.	70,340.44	July 10, 1947
Sault Ste. Marie, Ont.	Construction of houses	Messrs. J. J. Fitzpatrick and Son, Sault Ste. Marie, Ont.	236,120.00	July 10, 1947
Trenton, Ont.	Construction of houses	Russell Construction Company Limited, Toronto, Ont.	481,105.00	June 19, 1947
St. James, Man.	Construction of houses	Claydon Company Limited, Winnipeg, Man.	122,879.00	July 11, 1947
Prince Albert, Sask.	Construction of houses and underground services.	Walsh Construction Company, Fort William, Ont.	125,305.00	May 27, 1947
Saskatoon, Sask.	Construction of houses	Piggott Construction Company, Saskatoon, Sask.	362,128.33	July 8, 1947
Saskatoon, Sask.	Construction of houses	Shoquist Construction Company Limited, Calgary, Alta.	323,988.20	July 8, 1947
Prince George, B.C.	Construction of houses	Commonwealth Construction Company, Vancouver, B.C.	249,750.00	April 21, 1947
Penticton, B.C.	Construction of houses	Okanagan Construction Company, Penticton, B.C.	238,750.00	July 10, 1947
Kamloops, B.C.	Construction of houses	Kamloops Construction Company, Kamloops, B.C.	120,625.00	Aug. 27, 1947
Kelowna, B.C.	Construction of houses and underground services.	Mr. H. Gostick, Vancouver, B.C.	69,725.00	May 15, 1947

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST
AND SEPTEMBER—Con.

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wage Schedule
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Central Mortgage and Housing Corporation—Con.

September 1947

Montreal, P.Q.....	Construction of houses.....	J. L. E. Price & Company Limited, Montreal, P.Q.	\$514,800.00	July 30, 1947
Gravenhurst, Ont.....	Construction of houses and underground services	Maguire Contracting Company, Toronto, Ont.	146,750.00	Aug. 11, 1947
Kitchener, Ont.....	Construction of houses.....	Russell Construction Company, Toronto, Ont.	223,880.00	Aug. 2, 1947
New Liskeard, Ont.....	Construction of houses.....	Hill Clark-Francis Limited, New Liskeard, Ont.	110,200.00	Aug. 2, 1947
Sioux Lookout, Ont.....	Construction of houses.....	G. A. Walsh Construction Company, Fort William, Ont.	141,645.00	Sept. 2, 1947
Stirling, Ont.....	Construction of houses.....	Russell Construction Company, Toronto, Ont.	70,745.00	Aug. 2, 1947
Tilbury, Ont.....	Construction of houses.....	Sterling Construction Company, Limited, Windsor, Ont.	120,560.00	Sept. 11, 1947
Calgary, Alta.....	Construction of houses and underground services.	Shoquist Construction (Western) Limited, Calgary, Alta.	232,582.54	Aug. 16, 1947
Wetaskiwin, Alta.....	Construction of houses.....	Messrs. Bennett & White Construction Company, Edmonton, Alta.	244,650.00	Aug. 6, 1947
Kimberley, B.C....	Construction of houses.....	Kaiaann Construction Company, Nelson, B.C.	237,500.00	Sept. 29, 1947

Mines and Resources

September 1947

Between Castle Mountain and British Columbia Boundary	Construction of the Banff-Windermere Highway at Banff Park.	Fred Mannix and Company, Limited, and Standard Gravel and Surfacing Company Limited, Calgary, Alta.	200,000.00	July 16, 1947
Between Jasper and Edmonton, Alta.	Replacement of four wooden trusses over the Athabasca River, and replacement of two wooden trusses over the Rocky River.	Dominion Bridge Company Limited, Winnipeg, Man.	194,000.00	Aug. 5, 1947

National Harbours Board

August 1947

Vancouver Harbour, B.C.....	Resurfacing the west apron of Ballantyne Pier.	Dominion Construction Company Limited, Vancouver, B.C.	40,379.00	May 15, 1947
Vancouver Harbour, B.C.....	Bulkhead replacement, foot of Commercial Drive.	Todd Construction Company Limited, Vancouver, B.C.	3,957.43	June 14, 1947

September 1947

Vancouver Harbour, B.C.....	Paving and bulkhead replacement at Shed 2, Lapointe Pier.	Highway Construction Company Limited, Vancouver, B.C.	63,607.00	May 13, 1947
Vancouver Harbour, B.C.....	Renewal of decking West Indies Wharf.	Highway Construction Company Limited, Vancouver, B.C.	92,687.13	June 26, 1947

Department of Public Works

August 1947

Winnipeg, Man.....	Heating, plumbing and ventilation of X-Ray Clinic, Deer Lodge Hospital.	Bowyer-Boag Limited, Winnipeg, Man.	11,362.00	Aug. 8, 1947
Toronto, Ont.....	Rehabilitation and repairs, No. 7 Building, Sunnybrook Farm.	Frontenac Construction Company Limited, Toronto, Ont.	14,104.00	Aug. 1, 1947
Toronto, Ont.....	Installation of portable firebox boiler in the Heating Plant of Red Chevron Hospital.	MacKenzie Brothers, Toronto, Ont.	7,222.00	Aug. 21, 1947
Regina, Sask.....	Repairs to mechanical equipment at central heating plant, R.C.M.P. Barracks.	Vagg Wilson Company Limited, Regina, Sask.	9,508.00	July 7, 1947
Ste. Anne de Bellevue, P.Q...	Installation of a boiler and other improvements at Central Heating Plant.	Atwood Limited, University Tower Building, Montreal, P.Q.	45,044.00	Aug. 22, 1947

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST
AND SEPTEMBER—*Con.*

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wage Schedule
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Department of Public Works—*Con.*

August 1947

Wolfe Island (Marysville), Ont.	Wharf reconstruction.....	Mr. Edward P. Walsh, Kingston, Ont.	23,979.00	June 25, 1947
Vancouver, B.C.....	Repairs and painting, Winch building.	Messrs. C. J. Seamer and Sons Limited, Vancouver, B.C.	13,894.00	Aug. 21, 1947
Chicoutimi, P.Q.....	Repairs, painting, etc., public building.	Mr. Charles Emile Bouchard, Jonquiere, P.Q.	4,990.00	Aug. 21, 1947
Cape Breton South, N.S.....	Breakwater reconstruction and dredging, Cow Bay, (Port Morien).	The J. P. Porter Company Limited, Montreal, P.Q.	342,360.00	June 18, 1947
Ottawa, Ont.....	Installation of fluorescent lighting, Motor Building.	Mr. Stanley G. Brookes, Ottawa, Ont.	8,500.00	July 28, 1947
Feltzen South, N.S.....	Breakwater-wharf replacement..	Messrs. Mosher and Rawding, Liverpool, N.S.	114,203.75	June 6, 1947
Burlington Channel, Ont.....	Cleaning and repainting all steel work on both spans of Bascule Bridge.	Messrs. J. J. Salt Limited, Toronto, Ont.	18,452.00	June 18, 1947
Ottawa, Ont.....	Interior painting, Laurentian Terrace.	Duford Limited, Ottawa, Ont...	5,600.00	July 31, 1947
Winnipeg, Man.....	Interior painting and kalsomining, Customs Examining Warehouse.	Taylor Painting and Decorating Company, Limited, Winnipeg, Man.	7,492.00	May 31, 1947
Lord's Cove, Deer Island, N.B.	Dredging.....	Saint John Dredging Company Limited, Saint John, N.B.	2,700.00	⌘
Digby, N.S.....	Dredging.....	The J. P. Porter Company Limited, Montreal, P.Q.	125,581.50	⌘
Bonaventure River, Bonaventure, P.Q.....	Dredging.....	Restigouche Dredging Company, Limited, Cross Point, P.Q.	16,200.00	⌘
Port Burwell, Ont.....	Dredging.....	McNamara Construction Company, Limited, Toronto, Ont.	205,000.00	⌘
Cobourg, Ont.....	Dredging.....	Russell Construction Company Limited, Toronto, Ont.	55,687.50	⌘
Toronto, Ont.....	Dredging.....	McNamara Construction Company Limited, Toronto, Ont.	21,284.64	⌘

September 1947

Pictou, N.S.....	Restoration of harbour facilities (reconstruction of Pier E)	Mr. R. A. Douglas, New Glasgow, N.S.	\$217,770.00	July 9, 1947
Isle aux Coudres, P.Q.....	Improvements to wharves (North Headblock).	Probec Construction Inc., Bagotville, P.Q.	183,285.00	July 15, 1947
l'Anse St. Jean, P.Q.....	Wharf repairs.....	Royalmount Construction Limited, Montreal, P.Q.	151,557.00	June 11, 1947
Montreal, P.Q.....	Linoleum floor coverings in Old Examining Warehouse.	Canada Carpet Cleaning Company Limited, Montreal, P.Q.	11,440.30	Aug. 21, 1947
London, Ont.....	Construction of a new Central Heating Plant at Westminster Hospital.	Messrs. Sterling Construction Company Limited, Windsor, Ont.	499,187.00	Sept. 8, 1947
London, Ont.....	Extension to roads, sidewalks, etc., at Westminster Hospital.	Messrs. Sterling Construction Company Limited, Windsor, Ont.	9,363.00	Sept. 18, 1947
Rockcliffe, Ont.....	Installation of automatic sprinklers and supervisory fire alarm system in Film Storage Building.	Messrs. W. G. Edge Limited, Ottawa, Ont.	6,036.00	Sept. 11, 1947
Gimli, Man.....	Wharf reconstruction, Selkirk District.	Messrs. Wm. Newman Company, Limited, St. Boniface, Man.	74,987.75	June 3, 1947
St. Boniface, Man.....	Additions and alterations to Public Building.	Mr. G. A. Baert, St. Boniface, Man.	39,211.00	Sept. 10, 1947
Kraut Point, N.S.....	Dredging.....	Beacon Dredging Company, Limited, Halifax, N.S.	25,681.33	⌘
Grenville, P.Q. and Hawkesbury, Ont.	Dredging.....	Mr. Theode Robidoux, Yamaska East, P.Q.	40,676.88	⌘
Shoguanadah, Algoma East, Ont.	Dredging.....	Canadian Dredge and Dock Company, Limited, Toronto, Ont.	87,675.00	⌘
Vancouver, B.C.....	Docking, cleaning, painting and repairing Dredge P.W.D. No. 303 (Fruiling).	B.C. Marine Engineers and Shipbuilders Limited, Vancouver, B.C.	16,858.00	⌘
Vancouver, B.C.....	Docking, cleaning, painting and repairing Dredge P.W.D. No. 305 (King Edward).	Burrard Dry Dock Company Limited, North Vancouver, B.C.	17,537.00	⌘
Montreal, P.Q.....	Construction of a Clamshell Dredge.	Marine Industries Limited, Montreal, P.Q.	207,360.00 (approx.)	⌘

⌘ The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST
AND SEPTEMBER—*Con.*

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wage Schedule
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Department of Transport

August 1947

Salmo, B.C.....	Additional aerodrome development.	F. R. Rotter Lumber Company, Salmo, B.C.	\$ 18,587.50	May 13, 1947
Lachine, P.Q.....	Erection of steel regulating gates for weir at Old Lock No. 5.	Dominion Bridge Company Limited, Lachine, P.Q.	29,070.00	May 1, 1947
Sydney, N.S.....	Additional development of airport.	Municipal Spraying and Contracting Limited, Halifax, N.S.	12,975.00	June 25, 1947

September 1947

Lunenburg, N.S.....	Construction of a single dwelling at Battery Point.	Mr. R. E. Corkum, Lunenburg, N.S.	\$ 10,000.00	May 20, 1947
Cross Island, N.S.....	Construction of two dwellings...	The Industrial Shipping Company Limited, Halifax, N.S.	32,850.00	May 20, 1947
Dorval, P.Q.....	Additional development of Montreal Airport.	Dibblee Construction Company Limited, Ottawa, Ont.	13,680.00	Aug. 18, 1947
Dorval, P.Q.....	Repairs to roof of hangar No. 3, Montreal Airport.	Duromatic Asphalt Limited Montreal, P.Q.	18,484.00	April 2, 1947
Mont Joli, P.Q.....	Additional development of airport.	Massicotte and Fils Limitee, Cap de la Madeleine, P.Q.	57,892.00	July 9, 1947
Quebec, P.Q.....	Additional development of airport.	Komo Construction Limited, Quebec, P.Q.	35,545.00	July 9, 1947
Fort William, Ont.....	Additional development of Lakehead Airport.	Hewitson Construction Company Limited, Port Arthur, Ont.	38,460.00	June 14, 1947
Point Pelee, Lake Erie, Ont..	Placing of stone rip rap around south and west sides of existing cribwork pier at southeast shoal.	Mr. J. Earl McQueen, Amherstburg, Ont.	16,750.00	July 30, 1947
Welland Ship Canal, Ont.....	Enlarging pond No. 7.....	C. A. Pitts General Contractor Limited, Toronto, Ont.	127,780.90	June 5, 1947
Winnipeg, Man.....	Construction of instrument landing facilities.	Henry E. Gibson and Company, Winnipeg, Man.	38,422.80	July 7, 1947

Vocational Training

Conference of Vocational Training Advisory Council

THE ninth meeting of the Vocational Training Advisory Council was held in the Confederation Building, Ottawa, October 28 and 29, 1947.

The following members of the Council were present:—

Dr. G. Fred McNally (Chairman) Edmonton, Alberta, Lt.-Col. F. T. Fairé, Deputy Minister of Education, Victoria, B.C.; Mr. J. S. Herwig, General Secretary, Canadian Legion, B.E.S.L.; Mr. D. S. Lyons, General Vice-President, International Association of Machinists, Montreal; Mr. N. C. McKay, Director of Extension, Department of Agriculture, Winnipeg; Dr. Fletcher Peacock, Director of Educational Services for New Brunswick, Fredericton; Mrs. R. J. Marshall, President, National Council of Women, Agincourt, Ontario; Miss B. Oxner, Director of Women's Work for Saskatchewan, Saskatoon; Mr. F. S. Rutherford, Deputy Minister of Education for Ontario, Toronto; Dr. F. H. Sexton, Wolfville, N.S.; Mr. C. B. C. Scott, General Personnel Manager, Massey-Harris Co., Toronto; Captain H. S. Gonthier, President, Provincial Command, Canadian Legion, St. Lambert, P.Q.

Others present were:—

Mr. Gustave Poisson, Deputy Minister, Department of Youth and Social Welfare, Quebec, P.Q.; Mr. L. W. Shaw, Director of Education for Prince Edward Island, Charlottetown; Mr. J. W. McNutt, Regional Director, CVT, New Brunswick; Lt.-Col. M. Archambault, Acting Regional Director, CVT, Quebec; Mr. H. H. Kerr, Regional Director, CVT, Ontario; Col. J. Neish, Regional Director, CVT, Manitoba; Mr. W. A. Ross, Regional Director, CVT, Saskatchewan; Mr. J. H. Ross, Regional Director, CVT, Alberta; Mr. H. Hill, Regional Director, CVT, British Columbia; Mr. A. W. Crawford, Director of Training, DVA, Ottawa; Mr. B. G. Pentland, Superintendent of Vocational Training, DVA, Ottawa; Mr. A. H. Brown, Solicitor, Department of Labour, Ottawa; Mr. E. N. Mitchell, Vocational Training Division, UIC, Ottawa; Mr. R. F. Thompson, Director of Training, Department of Labour, Ottawa; Brig. J. E. Lyon, Assistant Director of Training, Department of Labour, Ottawa (Secretary); Mr. J.

Lengelier, Director of Youth Training, Montreal, P.Q.; Mr. S. H. McLaren, Chief Executive Officer, UIC, Ottawa; Mr. H. W. Jamieson, Superintendent of Educational Training, DVA, Ottawa; Mr. H. C. Hudson, Special Placements Division, UIC, Ottawa.

On opening the conference, Dr. McNally introduced Mr. Gustave Poisson, Deputy Minister of Social Welfare and Youth, who attended the Conference in the place of Major P. A. Milette, Inspector of Arts and Crafts schools for Quebec. Dr. McNally pointed out that although there was some curtailment in the number of veterans receiving vocational training, there were many other aspects of training that required study. This was notably true of apprenticeship training where unification of standards and methods in the several provinces was desirable.

The Chairman also made brief reference to the new consolidated agreements between the Dominion and the several provinces which were designed to provide training for "practically every type of individual."

Minister of Labour Addresses Conference

Hon. Humphrey Mitchell, Minister of Labour in a brief address stressed the need for uniformity of standards in apprentice training. The Federal Government, the Minister said, is anxious to work with, but not to interfere with, the provinces in carrying out their responsibilities in connection with education. He felt that the Vocational Training Branch should be something more than an organization for the distribution of Federal funds and should be in a position to offer constructive leadership, particularly in regard to apprenticeship standards and training. He felt, too, that the exchange of information on vocational training between the Dominion and the provinces would be mutually beneficial and that CVT might act as an agency for the compilation of statistics.

Deputy Minister's Remarks

Dr. A. MacNamara, Deputy Minister of Labour spoke approvingly of the members in attendance at the meeting, asserting that in

his opinion, well-attended meetings were an indication of purposeful activity. The results achieved by CVT in the past were evidence that the Advisory Council was a live organization, he said.

Director's Report

The Director of CVT, Mr. R. F. Thompson, stated that the chief problem of Canadian Vocational Training in 1947 was the contraction of its activities in the training of war veterans. The staff in the different regions on October 1, 1947, numbered about 1,050 as compared with some 3,500 in June, 1946.

The rapid decline in enrolments of discharged members of the armed forces, presented problems in the consolidation of classes and the closing of centres. It is now certain, the Director stated, that the training of veterans will be practically over by the summer of 1948—a much earlier date than was anticipated three years ago. He pointed out that—"the dead-line date for new applicants for training remains fixed at December 31, 1947." The peak enrolment of 40,000 had been reached in the late spring of 1946 and this had declined to 16,747 at August 31, 1947.

Some 25 training centres and three residential training centres have been closed since May, 1947. At the end of October, 1947, there were 34 centres still operating throughout Canada, in addition to certain regular provincial schools in Quebec, he said. Arrangements have been continued for the training of veterans from Newfoundland, but the numbers now enrolled are very small. Similar arrangements have been made in recent months for training of American veterans resident in Canada. However, very few have taken advantage of this plan.

Apprenticeship Syllabi.—Mr. Thompson reported progress in the preparation of uniform syllabi for the training of apprentices in the seven provinces having agreements with the Federal Government. Trade syllabi have been circulated among the provincial officials concerned with apprenticeship regulations, and the Joint Conference Board of the Construction Industry with a view to the establishment of a syllabus common to all the provinces. The Director stated that there had been a substantial increase in the number of apprentices registered in designated trades in most of the provinces, and that in all provinces the class training of apprentices, either in full-time or part-time classes was being emphasized.

It was announced too, that an extension of time up to March 31, 1949, had been granted by the Dominion Government for Dominion

contributions to expenditures of a capital nature incurred by the provinces for vocational training schools and equipment. The greatest expansion in vocational facilities has been taking place in Quebec. The total amount approved by the Dominion up to October 4, 1947 was \$8,344,942.

Civilian Training.—With regard to the training of civilian workers, the Director stated that a limited number of training projects for women had been carried out in Saskatchewan and Alberta, and a beginning has also been made in New Brunswick. Difficulties in the selection of trainees and in reaching decisions as to types of classes had been met with.

The Re-establishment Training Agreement covering Schedules "L" and "M" (Schedule "L" for the training of discharged members of the Armed Forces and Schedule "M" for the training or retraining of civilian workers who are unemployed) was due to expire on March 31, 1948. The Director reported that the Minister of Labour had suggested to the provinces that the agreement be renewed on a consolidated basis to provide for (1) the training of veterans; (2) training of unemployed civilians; (3) youth training and assistance to students; with the costs of veterans training to be borne as heretofore, by the Dominion, and the costs of the other types of training to be shared on a 50-50 basis between the Dominion and the provinces.

Director's Report Discussed

CVT co-operates with CEA.—The Chairman of the Advisory Council, Dr. McNally, outlined a project by which it was proposed that the Council would co-operate with the Canadian Educational Association, to provide correspondence courses. Progress had already been made and such courses were now available in four provinces. Approval was given to the action taken so far by the CEA and a committee of three was named to co-operate with the CEA.

Transfer of Training from CVT to DVA.—Messrs. A. W. Crawford, H. W. Jamieson and B. G. Pentland of the Department of Veterans Affairs, at the request of Dr. McNally, made brief statements regarding the current status of veterans' training. Mr. Crawford stated that there was now only one problem requiring joint study by DVA and CVT. This concerned the transfer of responsibility for placement and supervision of veterans training-on-the-job, in correspondence schools and in private trade and commercial schools. He held that it was important that

there should be no duplication of effort and that it was necessary to keep a careful watch on various aspects of veterans' training as the number still to be trained declines. He stated further that DVA had carried on 90 correspondence courses which had been prepared by the Canadian Legion Educational Services.

Brigadier J. E. Lyon, Assistant Director of Training, Department of Labour, reported that district officials of CVT and DVA agreed that supervision and placement in private and in correspondence schools could be taken over by DVA at the end of 1947. The Council approved the action taken by CVT officials. Subject to safe-guarding the interests of veterans, the transfer to DVA was left to the discretion of the CVT headquarters staff.

Mr. Jamieson expressed appreciation of the work done by CVT in preparing veterans for university. He pointed out that the number of veterans at present had been reduced to about 600 and that it was unlikely that more than another 300 will be approved for this type of training. Mr. Pentland also commended the work done by CVT schools and mentioned that public announcements had been made that the acceptance of applicants for vocational training would be discontinued after December 31, 1947, except in unusual circumstances. He disclosed that 683 veterans are now taking specialized training in some dozen of the more popular types of training at schools in the United States.

Civilian Training.—At the outset of the discussion on civilian training Mr. H. C. Hudson presented a brief on behalf of the Unemployment Insurance Commission setting forth the Commission's position in the matter of civilian training. He pointed out that, in the first place, the Unemployment Insurance Act empowered the Commission to refer "any person who is drawing unemployment insurance benefit to a suitable course of training for the purpose of becoming, or keeping, fit for entry into, or return to employment." In the second place, by the terms and conditions of Schedule M of the Re-establishment Training Agreement "the UIC is designated as the agency responsible for referring persons who are employed to suitable courses of training operated under the direction of Canadian Vocational Training."

Mr. Hudson pointed out that, under the Unemployment Insurance Act the Commission operates the National Employment Service and that it is one of the duties of UIC to endeavour to find employment for any unemployed person who is registered at a local office of the National Employment

Service. If, however, the skills of applicants for jobs do not match available openings for work the Commission is empowered to recommend a course of training to qualify an applicant, or applicants, for specific job openings. The brief presented by Mr. Hudson indicated that "a considerable number" of unemployed men and women had been selected and approval granted for them to proceed with courses in a wide range of occupations. "All of these persons who have completed their training are now in gainful employment, some of them at very good wages," it was stated. There were 400 males and 194 females selected and referred to training courses by local offices of the UIC for the first half of the current fiscal year. Of these, 498 were persons between the ages of 16 and 30; 85 were between the ages of 31 and 45; and only 11 were over 45 years of age. It was shown also that the local offices throughout the Dominion had, during the same period, uncovered 557 training-on-the-job opportunities. During the preceding fiscal year 2,663 such opportunities were presented to CVT by the local offices.

Occupational Information Service.—At the request of the Chairman of Council, Dr. McNally, Mr. Harry Hereford, Director of Research and Statistics, Department of Labour and Mr. H. O. Gudgin formerly of DVA presented a brief regarding the Occupational Information Service set up by DVA to assist veterans in selecting training for civilian occupations. It was stated that "the earliest publications were issued in bulletin form and stressed the training aspect of particular occupations." Later these bulletins were expanded to give a more detailed coverage. Some 70 skilled occupations were surveyed "with the co-operation of the National Employment Service and other government departments, with a view to estimating the proper annual intake to each trade and the current training requirements. This service, recently transferred to the Department of Labour, now has access to more complete information and is in a position to serve a wider public, such as counsellors in schools and colleges, teachers and individual students and NES officers dealing with the placement of youth, it was stated. Following a full discussion the Council recommended that the publication and distribution of the monographs should be undertaken in a dual form, one issue of a general nature for ordinary distribution and the other providing detailed information for the use of vocational guidance councillors.

Assistance to Vocational Schools.—Mr. R. F. Thompson, Director of CVT drew special attention to the progress which had been made in the province of Quebec under the Vocational Schools Assistance Agreement. Since the agreement was signed in December, 1945, the Quebec Department of Youth and Welfare has drafted a program in order to make use of the contributions common to the governments of the Dominion and Quebec in connection with the regular provincial budget. With certain modifications in the program found necessary as the work proceeded the following construction has been completed.

(1) The Central Arts and Crafts Schools at Montreal, Cap-de-la-Madeleine and Rouyn, \$490,000.

(2) Work is in progress in various centres throughout the province on four technical schools, five arts and crafts schools, one commercial school, one saw mill school, one forest protection school, one forest rangers' school, one domestic science school and one paper-making school. The total estimated cost of these will be \$2,363,300.

(3) Plans and specifications have been approved and construction will commence at an early date on one technical school and eight arts and crafts schools, to cost a total of \$1,991,000.

(4) Schools for which plans are under consideration: One technical school, one furniture school, one graphic arts school, one arts and crafts school and two schools of fine arts, at an estimated total cost of \$1,580,000. The grand total cost of all the above projects will be \$6,424,300.

The Quebec program also takes into account the industrial-economic status of the province. With that in view the contributions common to the Dominion and the province are being assigned so as to encourage the training of new technicians in the main industries as follows:—

Agriculture	\$ 400,000
Commerce	500,000
Manufacturing	3,000,000
Maritime fisheries	100,000
Printing	300,000
Pulp and Paper.....	600,000
Textiles	600,000
Transportation	300,000
Prevention	50,000
Miscellaneous	400,000

It was pointed out that the above-mentioned contributions, added to the amount of more than \$2,250,000 voted annually by the province, will permit the schools to accept and maintain, within the next few years, about 9,000 pupils in the regular day courses and about 15,000 in the evening refresher courses. It is expected that nearly 4,000 pupils will finish their courses each year.

The Advisory Council passed a resolution requesting the CVT head office to communicate with the responsible officials in each of the other provinces, with a view to the compilation of information along the lines of that submitted by the province of Quebec.

It was decided that the next meeting of the Advisory Council will be held in Ottawa on April 28, 1948.

Conference of Regional Directors

THE eighth conference of the Regional Directors, Canadian Vocational Training was held in Room 148, Confederation Buildings, Ottawa, Thursday, October 30, 1947. All the Regional Directors were present with the exception of Mr. R. H. McCuish of Halifax, who was represented by Mr. A. E. MacWilliam, Superintendent of Rehabilitation Training for Nova Scotia.

Among others present were:—

Mr. A. W. Crawford, Director of Training, Department of Veterans Affairs; Mr. B. G. Pentland, Superintendent of Vocational Training, DVA; Mr. H. C. Hudson, Special Placements Division, UIC; Mr. E. N. Mitchell, Vocational Training Division, UIC; Mr. R. F. Thompson, Director of Training, Department of Labour (Chairman); Brigadier J. E. Lyon, Assistant Director of Training, Department of Labour.

Consolidation of Classes and Closing of Schools

The conference discussed at some length the problems arising from the consolidation of classes and the closing of many of the schools that are no longer required, as the training of veterans was nearing completion. It was decided that the following procedure would be observed: (a) where a class is now closed it will not be re-opened; (b) duplication of vocational classes in each province, where it now exists will be eliminated as soon as possible; (c) arrangements are to be made with DVA to refer all new trainees to the continuing classes; (d) early attempts will be made to amalgamate classes in the four western provinces; (e) small classes to which a province proposes to refer trainees under schedule M may be continued with payments being made on a proportional basis.

Pre-Matriculation Classes

The Chairman, Mr. R. F. Thompson, expressed the hope that there would be no more veterans referred to CVT pre-matriculation classes after the end of December, 1947. He felt that even in the case of referrals made prior to that date there might be difficulties to encounter, inasmuch as there was not a large number of teachers and it was now virtually impossible to give individual instruction, as had been given a year earlier. The conference felt that DVA should send all pre-matriculation students to private schools after December 31. Mention was made of the CLES courses as being suitable for veterans who require to complete only one or two subjects. It was eventually decided that CVT pre-matriculation schools in all provinces would close not later than August, 1948; the actual date of closing was left to the decision of the Regional Directors and will depend on local conditions.

Training-on-the-job

It was announced that supervision of training-on-the-job, correspondence and private schools was in process of transference to DVA in certain areas of the Maritime provinces and will be completed there not later than the close of the present fiscal year. Similarly, in many of the outlying districts in Quebec, transference of supervision is almost completed, while in Quebec City and Montreal transfer will likely be feasible by March 31, 1948.

In Ontario, arrangements have been made to transfer responsibility in the Ottawa, Kingston and North Bay districts on December 31, 1947. In London, transfer will take place on March 31, 1948 and tentative provisions have been made for the transfer at Toronto on the same date. The anticipated date of transfer at Hamilton is January 1, 1948.

In Manitoba transference, except in the case of Greater Winnipeg, will take place at the end of the year and in Greater Winnipeg three months later. In Saskatchewan and Alberta, DVA will assume responsibility for training-on-the-job at the end of the fiscal year and in Alberta, all new cases will be handled by DVA after January 1, 1948.

In British Columbia, DVA officials were stated to be at work in the CVT offices at Vancouver, familiarizing themselves with the details of the work. Supervision in the rural areas was transferred at the end of October, 1947. Vancouver Island cases will be taken over at the end of the present year and

those at Greater Vancouver on March 31, 1948.

Supervision and placement of veterans in private and correspondence schools throughout Canada will be taken over by DVA on December 31, 1947, unless contrary instructions covering particular districts are issued in the meantime.

Apprentices

In regard to the supervision of apprentices, the Chairman pointed out that CVT will continue to pay the salaries of Apprenticeship Field Supervisors up to March 31, 1948, after which it will be necessary for DVA to make necessary arrangements with the apprenticeship authorities. It is hoped that supervision of all apprentices will have been arranged by that time, with the costs of supervision shared by the Dominion and the provinces. It was announced by the Chairman that trade testing of veterans by individuals would stop on December 31, 1947. After that date, all testing would be done in CVT schools. Brigadier Lyon drew attention to the rising costs of apprenticeship in some of the provinces, notably in Alberta.

Training of Linesmen

It was reported to the Conference that Alberta and New Brunswick had operated short courses from time to time, for the training of linesmen. In both of these provinces applicants had ceased to come forward. Saskatchewan had one course for a sponsored group. The Ontario Hydro-Electric Commission conducts its own courses for training its linesmen. In British Columbia the courses, which extended over ten months, had "a very good placement record, and it was stated that there are over 40 vacancies for qualified linesmen." Trainees had been selected by DVA.

Future of CVT Program

The Conference discussed fully the desirability and feasibility of retaining the CVT program as a permanent feature of education in Canada. Representatives of most of the provinces felt that there would be a need for the retention of CVT, with necessary adjustments to meet peacetime conditions. The Chairman of the Conference, Mr. R. F. Thompson, after summarizing the opinions expressed by the several Regional Directors, stated that "so far as the retention of CVT organization is concerned, a great deal depends on the attitude which is adopted by the various provinces in connection with further training of unemployed persons."

*Activities of Unemployment Insurance Commission**

Statistical Analysis of Claims and Benefit—Registrations—The Fund— Decisions of Umpire—Refunds of Unemployment Insurance Contributions

DURING September, 25,847 initial, renewal and revised claims were filed in local offices of the Unemployment Insurance Commission. Initial and renewal claims totalled 20,883 compared with 17,281 in August and 28,555 during September last year. A revised claim arises out of any reconsideration of an existing claim (i.e. a change in dependency status, refusal of an offer of suitable employment, etc.) Thus, only initial and renewal claims represent new cases of unemployment. In the Maritime Provinces, Manitoba and British Columbia initial and renewal claims filed during September this year showed a slight increase over those registered in the same month last year. Significant decreases occurred in Ontario and Quebec.

Ordinary claims on the live unemployment register numbered 36,666 (23,401 males and 13,265 females) on September 30, compared with 37,350 (23,817 males and 13,533 females) on August 30, and 57,682 (41,022 males and 16,660 females) at September 30, 1946. Thus, the number of cases of recorded unemployment as at a particular day continues to decline and has reached a new post-war low point. At the end of September, live claims in the Maritime Provinces remained at about the same level as at the end of August, but slightly higher than a year ago. In all other provinces decreases of varying magnitudes were recorded compared with September 30, 1946. Other claimants (largely short-time claimants) numbered 2,157 (1,629 males and 528 females) at the end of September, com-

pared with 1,720 (1,368 males and 352 females) at the end of August.

The number of days that those with live claims on September 30 have been continuously on the live unemployment register since the last initial or renewal claim is presented in Table 6. Improving employment conditions in Canada as a whole are reflected in a slight decrease, compared with August 30, in the percentage on the register 49 days or more with a corresponding increase in the percentage six days and less.

Total claims disposed of during September numbered 22,199 of which 994 were referred to courts of referees, 59 represented special requests not granted (i.e. requests for a change of dependency status, ante-dating and an extension of the two-year period), 13,862 were considered entitled to benefit and 7,284 were considered not entitled to benefit. Table 3 has been altered somewhat from the corresponding table for previous months in accordance with a new reporting form introduced coincidentally with a decentralization of adjudication procedure.

Chief reasons for non-entitlement to benefit were: "insufficient contributions while in insurable employment" (2,353 cases), "voluntarily left employment without just cause" (1,863 cases), "refused an offer of work" and "neglected an opportunity to work" (1,503 cases), "not capable of and not available for work" (460 cases).

A total of 39,541 persons were paid one or more benefit payments during September (table 5) aggregating \$1,512,096 for 798,873 compensated unemployed days compared with 42,756 persons paid \$1,515,868 for 791,850 days.

*Statistics (including tables) are based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1946 TO SEPTEMBER 30, 1946 AND FROM APRIL 1, 1947 TO SEPTEMBER 30, 1947

Region	1946		1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,256	207,715	13,925	222,765
Quebec.....	45,889	792,001	48,556	845,858
Ontario.....	63,437	1,065,477	68,623	1,217,372
Prairie.....	32,681	431,993	33,626	447,440
Pacific.....	18,563	284,043	19,829	307,331
Total for Canada.....	173,826	2,781,229	184,559	3,030,766

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO SEPTEMBER, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,825	34,777	27,603
June.....	4,629	1,772	3,225	10,857	30,646	21,365
July.....	2,668	1,087	3,106	10,886	27,576	20,034
August.....	1,855	1,370	3,241	20,557	25,115	17,281
September.....	1,118	1,013	3,715	40,473	28,555	25,847
October.....	1,058	1,475	6,222	36,717	34,891	.....
November.....	1,748	2,896	11,798	53,325	37,111	.....
December.....	3,337	6,562	13,770	57,612	52,479	.....
Total.....	26,924	36,660	90,897	296,391	488,667	302,486

* Correction—The number of persons filing claims in August, 1947 (17,281) was omitted from table 2 in the October issue, consequently, the total for 1947 as given in the October issue should read 276,639.

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, SEPTEMBER, 1947

Province	Claims Filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit ¹	Referred to appeal	Pending
Prince Edward Island.....	179	110	63	6	75	43	2	144
Nova Scotia.....	2,757	1,504	864	389	1,666	674	93	1,446
New Brunswick.....	1,007	603	303	101	495	267	53	704
Quebec.....	8,429	4,925	1,725	1,779	4,258	3,069	387	3,099
Ontario.....	6,432	3,370	1,607	1,455	4,040	1,405	246	2,094
Manitoba.....	1,798	821	460	517	802	615	72	796
Saskatchewan.....	585	330	135	120	287	179	10	258
Alberta.....	1,098	687	275	136	293	235	21	946
British Columbia.....	3,562	2,158	943	461	1,946	797	110	2,764
Total Canada, September, 1947..	25,847	14,508	6,375	4,964	13,862	7,284	994	12,251
Total Canada, August, 1947.....	17,281	11,386	5,895	4	14,759	6,589	4	9,800
Total Canada, September, 1946 ² .	28,555	19,603	8,952	.....	21,695	5,604	4	7,502

¹ Action taken at adjudicating centres.

² In addition, there were 59 special requests not granted.

³ Revised claims for 1946 not available.

⁴ Not available.

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of September, 1946	Month of September, 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,163	2,353	20,643
Not capable of and not available for work.....	153	460	3,427
Loss of work due to a labour dispute.....	353	128	1,343
Refused offer of work and neglected opportunity to work.....	287	1,503	13,337
Discharged for misconduct.....	252	180	1,464
Voluntarily left employment without just cause.....	2,034	1,863	13,356
Other reasons ¹	362	797	5,853
Total.....	5,604	7,284	59,423

¹ These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, SEPTEMBER, 1947

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	192	65	5,215	8,840
Nova Scotia.....	5,094	1,513	112,111	232,222
New Brunswick.....	1,623	362	30,844	60,046
Quebec.....	11,586	3,721	252,000	428,889
Ontario.....	10,640	2,973	214,764	413,084
Manitoba.....	2,760	841	49,218	93,619
Saskatchewan.....	887	268	16,186	29,850
Alberta.....	1,368	500	23,722	47,549
British Columbia.....	5,391	1,601	94,813	197,997
Total, Canada, September, 1947.....	39,541	11,844	798,873	1,512,096
Total, Canada, August, 1947.....	42,756	12,114	791,850	1,515,868
Total, Canada, September, 1946.....	74,762	25,234	1,725,426	3,402,460

TABLE 6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS AT SEPTEMBER 30, 1947

Province	Total	6 days or less	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	274	93	21	27	39	28	66
Male.....	185	57	13	16	29	16	54
Female.....	89	36	8	11	10	12	12
Nova Scotia.....	5,470	1,039	436	742	747	529	1,977
Male.....	4,763	894	379	640	649	454	1,747
Female.....	707	145	57	102	98	75	230
New Brunswick.....	1,645	434	124	141	190	160	506
Male.....	1,262	354	88	97	145	121	457
Female.....	383	80	36	44	45	39	139
Quebec.....	11,817	2,715	1,029	1,344	1,871	1,185	3,673
Male.....	6,849	1,654	641	771	1,022	603	2,158
Female.....	4,968	1,061	388	573	849	582	1,515
Ontario.....	9,873	2,078	699	948	1,185	990	3,973
Male.....	5,306	1,224	366	523	626	508	2,059
Female.....	4,567	854	333	425	559	482	1,914
Manitoba.....	2,169	422	171	283	366	223	704
Male.....	1,320	245	91	144	196	133	511
Female.....	849	177	80	139	170	90	193
Saskatchewan.....	842	230	67	87	119	101	238
Male.....	470	106	30	46	64	57	167
Female.....	372	124	37	41	55	44	71
Alberta.....	1,575	544	168	193	204	122	344
Male.....	1,095	390	102	117	133	81	272
Female.....	480	154	66	76	71	41	72
British Columbia.....	5,158	1,298	465	656	834	477	1,428
Male.....	3,780	843	338	472	608	350	1,169
Female.....	1,378	455	127	184	226	127	259
TOTAL.....	38,823	8,853	3,180	4,421	5,555	3,815	12,999
Male.....	25,030	5,767	2,048	2,826	3,472	2,323	8,594
Female.....	13,793	3,086	1,132	1,595	2,083	1,492	4,405

TABLE 7.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1947

Fiscal Year Ended March 31	REVENUE										EXPENDITURE	
	CONTRIBUTIONS (Gross less Refunds)						Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund		
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines						
											\$	\$
1942.....	\$22,436,001 56	\$ 7,209,058 48	\$ 6,790,549 01	\$39,435,609 05	\$ 7,287,121 81	.....	\$ 269,203 74	\$43,991,909 00	\$ 27,752 92	\$43,964,246 63	
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93		
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,731,666 29	190,327,941 19		
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86		
1946.....	34,964,786 97	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34		
1947.....	41,042,425 28	11,500,023 37	23,472,577 26	76,015,030 91	15,203,457 85	3,820 43	7,559,985 56	98,752,294 48	43,114,329 18	372,878,625 64		
April.....	* 1,290 87	* Nil	1,215,905 78	1,217,196 65	245,138 59	330 00	726,884 54	2,189,549 78	3,778,228 88	371,289,946 54		
May.....	3,286,771 69	981,289 50	2,431,448 93	6,699,510 12	1,338,912 01	945 00	736,055 79	8,775,422 92	3,069,701 95	376,995,667 51		
June.....	3,383,750 49	999,288 62	2,139,308 45	6,522,347 56	1,304,195 64	372 00	741,927 29	8,568,842 49	2,150,454 06	383,414,055 94		
July.....	3,272,300 86	1,000,375 70	2,234,707 63	6,507,384 19	1,296,397 63	540 00	750,195 24	8,554,517 06	1,953,664 08	390,014,908 92		
August.....	3,611,119 91	1,070,488 19	2,346,732 66	7,028,358 76	1,411,043 81	520 00	763,312 88	9,203,235 45	1,512,586 95	397,705,557 42		
Sept.....	3,594,843 79	976,282 44	2,370,586 90	6,941,713 13	1,388,580 96	110 00	777,736 65	9,108,140 74	1,505,799 01	405,307,899 15		
Sub Total.....	17,150,077 61	5,027,722 45	12,738,710 35	34,916,510 41	6,984,268 64	2,817 00	4,496,112 39	46,399,708 44	13,970,434 93	405,307,899 15		
Grand Total.....	210,351,352 22	73,330,700 78	109,135,978 90	392,818,031 90	78,566,285 63	12,943 89	30,420,557 65	501,817,819 07	96,509,919 92	405,307,899 15		

The column for "Bulk" includes Miscellaneous \$1,756.89 and Contributions for Armed Service \$15,108,386.71.

The column "Interest on Investments and Profit on Sale of Securities" represents:

(a) The exact amount of interest earned for each completed fiscal year and the approximate amount for each month in the current year;

(b) Profit on sale of securities taken into account at the end of each year only.

* April receipts for Stamps and Meter and the proportionate Government Contributions for these items were included with figures for March 1947.

in August and 74,762 persons paid \$3,402,460 for 1,725,426 days in September 1946. Thus, the average duration of the unemployment compensated was 20.2 days in September, 18.5 days in August and 23.1 days in September last year; the average amount of benefit paid per beneficiary was \$38.24 in September, \$35.45 in August and \$45.51 in September 1946; the average amount of benefit paid per compensated day of unemployment was \$1.89 in September, \$1.91 in August and \$1.97 in September a year ago.

Refunds of Unemployment Insurance Contributions

Under the Unemployment Insurance Act, provision is made for the return of contributions made in error. Such errors may arise in a number of ways. For example, an insured person may have been contributing in a wrong class. The number of contribution days may not have been correctly calculated. An employee may have been insured while working in non-insurable employment, or continue to be insured when earnings exceed the ceiling of insurability. The only basis for refund is error, and it is quite incorrect to consider that an employed worker is entitled to refund because no benefit has been paid to him or her over a period of time. Unemployment Insurance contributions are in the nature of premiums paid for protection against loss arising from a chance event. The fact that the event has not occurred does not warrant return of the contributions.

Prescribed Form of Application

The prescribed manner of applying for refund is the completion of an application form referred to as Form UIC 439. It must be made out in triplicate and submitted to an Unemployment Insurance Auditor or a Local Office of the Commission, together with the contribution records involved. Should the period of application for refund extend back beyond the commencement of the current insurance record this fact should be noted on the face of the form. The date when the error commenced should also be shown. Applications for refund must be made in the prescribed manner, and the Commission cannot make refund on the basis of a request by letter or through personal visit.

Under normal circumstances applications for refund are prepared by the employer. If approved, a refund cheque for the total employer-employee contributions is forwarded to the employer, as it is from the employer that the erroneous contributions have been

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending September 30, 1947, showed 3,030,766 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 82,280 since August 31, 1947.

As at September 30, 1947, 184,559 employers were registered as having insurable employees representing an increase of 1,608 since August 31, 1947.

received. The employer is responsible for seeing that the employee's share is refunded. Exception to this rule is made where the employee involved has left the services of the employer, or where the employee has become a claimant for benefit and it is found at that time that certain contributions have been made in error.

Contribution regulations under the Unemployment Insurance Act fix a period of two years beyond which no refund can be made excepting in special circumstances. It is therefore, in the interests of both employers and employees to insure that contributions are properly paid and recorded within that period. This provision is made in order to avoid checking employers' records that are over two years old, and to protect the Fund against a possible liability for outstanding refunds over a number of years. Thus, refunds can be made only in respect of contributions paid within two years of the date of application. Where written evidence shows that the request for refund originated earlier than the date of the application, the application may be ante-dated to such earlier date if copies of the evidence are attached to the application form.

Where the Commission is satisfied that the wrong contributions were paid on the direction of an officer of the Commission, the two-year period may be extended. In such cases the application for refund may be considered for payment during a period of up to five years from its date if no unemployment insurance benefit has been paid to the employee concerned. Where benefit has been paid to the employee, the period of refund may only be considered within three years from the end of the insurance year (March 31) in which an application for benefit was made which resulted in payment of benefit. Such refund will be reduced by any amount received by the employee as insurance benefit to which

he was erroneously ruled to be entitled because of the wrong contributions. This would not affect the amount of the employer's share of the refund. In order to avoid the amount of work involved in connection with refunds of very small amounts, no application for an amount of less than 50 cents will be considered.

Refunds for Unused Stamps

Refunds for unused unemployment insurance stamps, or portions of stamps, will be made to bona fide registered employers on receipt of the unused stamps with a covering letter explaining why they are surplus to their needs. Such stamps should be forwarded by

registered mail to the District Treasury Officer of the Unemployment Insurance Commission at Vancouver, Winnipeg, Toronto, Montreal or Moncton. Reimbursement will be made by cheque. Unlike refunds of contributions, refunds of portions of stamps will be considered if they total less than 50 cents.

Refunds of contributions are handled as quickly as possible in order that the cheque may be issued to the employer while the employee is still with him. Prompt attention to the proper completion of applications by employers is most helpful. Local staffs of Unemployment Insurance Offices, and Unemployment Insurance Auditors are glad to assist employers in this regard.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 117

(6 September 1946)

Held that when misconduct (industrial) is alleged to be the reason for an insured person's separation from employment it cannot be assumed but must be conclusively and specifically proven.

The material facts of the case are as follows:

The claimant, a married man, aged 33 years, was last employed by a farm machinery manufacturing company as a blockman from 1928 to December 1, 1945. He made application for benefit on December 6, 1945, stating that

he had left his employment voluntarily because his employer had been circulating lies about him and that he had been demoted to a position which carried a lower salary. The employer stated that the claimant had been employed as a blockman or a territory man representing the company to dealers, that repeated warnings were given him regarding his conduct and that as this did not change his attitude, it was necessary to place him in their parts department where there was no necessity for him to travel. Later it was decided that it was necessary to let him go and he was given the opportunity to resign in order that the cause of separation need not be stated.

The claim for benefit was disallowed by the Insurance Officer and the claimant was disqualified for a period of six weeks on the grounds that he had voluntarily left his employment without just cause.

From this decision the claimant appealed to a Court of Referees which, by a majority decision, upheld the decision of the Insurance Officer.

The claimant appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons:

From the submission and facts before me, it is apparent that for some time the conduct of the claimant had not been satisfactory to his employer. On several occasions, the matter of the claimant's relationship with the company was under consideration and finally the company demanded his resignation.

Two points are raised for consideration. The first is the nature of separation from employment. Whilst the claimant was not actually discharged from his employment, his separation can hardly be said to have been of a voluntary nature as his employers no longer wished to avail themselves of his services and demanded his resignation. Regarding the second point, the conduct of the claimant, the decision of the Court of Referees states that details have not been specifically stated. Misconduct cannot be assumed; it must be conclusively and specifically proven. In this instance, the basic rule of evidence has not been complied with.

CU-B. 120

(6 September 1946)

Held that a claimant unemployed for eleven months and desiring to complete a course of instruction in a new skill requiring further study of two weeks had without good cause refused to apply for a situation in suitable employment in other than her usual occupation.

The material facts of the case are as follows:

The claimant, a single girl, aged 30 years, was last employed at a rate of 50 cents an hour as a cutter and counter for a paper company from 1935 to June 8, 1945, when she voluntarily left her employment. She filed a claim for benefit six months later, which was allowed, and on July 9, 1946 she refused to apply for a situation in employment which, in view of the length of time during which she had been out of work, was considered suitable. Her reason for refusal was that in another two weeks' time she would have completed a stenographic course and she did not want any work except as a stenographer. The Insurance Officer disqualified the claimant for a period of six weeks on the grounds that she had refused to accept a situation in suitable employment.

From this decision the Claimant appealed to the Court of Referees on the grounds that

the position of which she was notified was not suitable. The Court of Referees, by a unanimous decision, reversed the decision of the Insurance Officer.

The Insurance Officer appealed to the Umpire on the grounds that the claimant refused to apply for a situation in suitable employment or, alternatively, that she had so restricted her sphere of employment as to render herself virtually not available for work.

DECISION

The Umpire's decision was that the claimant should be disqualified for a period of six weeks and gave as his reasons:

It is apparent that the claimant, when she was notified of employment as a cashier and waitress, was not in a position to accept this employment as, according to her own statement, she still had two weeks' further study before she could finish her course as a stenographer and she wanted to complete the course. Her claim to a position as a stenographer might have carried more weight had this been her usual occupation. For ten years she had worked as a cutter and counter for a paper company at a rate of pay of 50 cents an hour. The wages offered at the restaurant were almost equivalent to those which she formerly received. The claimant is attempting to re-establish herself in the labour market under a new set of conditions which did not prevail at the time she became separated from her last employment.

It must be taken into consideration that the claimant had been unemployed for a considerable length of time before filing her claim, had received benefit for 29 weeks and during the entire period had ample opportunity of obtaining whatever employment was considered suitable if it was available. The work of which she was notified was at the recognized rate of pay for such type of employment and, having in mind the length of time the claimant had been unemployed, the employment notified must be regarded as suitable in accordance with the proviso to Section 31 (b) (iii) of the Act.

Labour Law

Recent Regulations Under Dominion and Provincial Legislation

Dominion

IMPORTANT changes in the Old Age Pensions Act have been effected as a result of recent agreements between the Provinces and the Dominion. A new class of "excepted employment"—radio artists—has been set out in Unemployment Insurance Regulations.

Old Age Pensions Act

Agreements between the Government of Canada and the Provinces regarding the amount of pension payable and conditions governing payment were approved by Order in Council (P.C. 3644) of September 9, gazetted October 8. The agreements will be considered to have been in effect since May 1, 1947, except in Nova Scotia where the effective date is August 1. The same Order revokes certain wartime orders authorizing changes in the conditions governing, and the amount of, the pensions paid.

The agreements are a result of recent amendments to the Act (L.G., Sept. 1947, p. 1327). The maximum Dominion contribution to the cost of pensions is 75 per cent of \$30 a month instead of the earlier \$25 a month. Alberta, British Columbia, Nova Scotia, and Ontario

supplement the Dominion-Provincial pension by additional amounts. The Provinces agree to pay a maximum yearly pension of \$360 subject to reduction according to marital status, whether the pensioner is blind or sighted, other sources of income, etc. The Provinces may calculate the pension to be paid in any case where an applicant or his wife has transferred property in order to qualify for a larger pension than he would otherwise be entitled to receive. Also the Provinces are authorized to recover out of the estate of any deceased pensioner the sum of the payments made to him, provided that no claim may be instituted against an estate which does not exceed \$2,000.

Unemployment Insurance Act

The Unemployment Insurance Coverage Regulations, 1946, Part I were amended by Order in Council (P.C. 3844) of September 23, gazetted October 8, to include radio artists as being in an "excepted employment" in which they are not insured or otherwise covered by the Act, if they are employed not more than two hours and paid weekly, or employed a maximum of five hours and paid semi-monthly, or ten hours and paid monthly.

Provincial

Stationary engineers and bartenders are now covered by the British Columbia Hours of Work Act. Regulations governing the procedure for certifying a union have been issued under the Nova Scotia Trade Union Act, 1947. Quebec is providing for mine rescue stations for miners injured by gas or smoke.

Alberta Labour Act

The Holidays with Pay Order No. 6, gazetted September 30, 1947, providing holiday credits for workers employed by more than one employer in the construction industry, has been amended to include painting and interior decorating of the whole or any part of a building. It has been further amended to stipulate that a worker employed continuously by the same employer is entitled to a holiday-with-pay credit of two per cent of his earnings for

the first year and four per cent for each subsequent year. The previous order provided for a straight credit of four per cent for each working year.

B.C. Hours of Work Act

The occupation of stationary steam engineer, which includes every employee engaged in producing steam in a steam plant and possessing a certificate of competency, is to be added to the schedule of the Act, thus limiting hours of work to eight in a day and 44 in a week. This was done through Regulation 33, dated October 21, 1947, and gazetted October 23.

The occupations of bartender, waiter, and utility man in premises licensed to sell beer are added by Regulation 34 of September 16, gazetted October 9, to the list of occupations.

Nova Scotia Trade Union Act

Regulations governing the procedure of the Nova Scotia Labour Relations Board were issued on October 14, gazetted October 15.

An application for certification as a bargaining agent is to be sent to the employer and must be posted by the employer where it is most likely to come to the attention of the employees in the proposed bargaining unit. Within 14 days of receipt of the notice of the filing of the application, the employer, if he desires to contest the application, must file his statement with the Chief Executive Officer of the Board. It must contain a concise statement of the material facts upon which he intends to rely, and must specifically admit, deny or explain each of the statements made in the union application. Any person other than the employer concerned who believes he has an interest in the matter may submit a statement, within a specified time-limit, declaring the nature of his interest and the reason for his objection.

If an application for certification has been turned down, it is a general rule that no further application may be received from the same source until three months have elapsed after the rejection.

Any person alleging that a bargaining agent no longer represents a majority of the workers for whom it was certified may apply to the Board for revocation of the certification, submitting a statement setting forth the material facts of the case. Opportunity is to be afforded for a reply from the union, and further steps may follow.

Where either side fails to enter into negotiations as required by the Act, the Board, on receiving the complaint from the Minister, must forward a copy of it to the defaulter, requiring him to reply to it. The Board may then investigate the matter and make an order based on its findings.

Quebec Minimum Wage Act

Three new By-laws (B-1, B-1B, and B-1C), gazetted on October 4, fix the rate of assessments on employers subject to the Act. The latter two by-laws deal with assessments on employers concerned with timber-driving and other forest operations. These three By-laws replace one of November 27, 1940 (L.G. 1941, p. 31), and two of November 30, 1943 (L.G. 1944, p. 107).

The levy remains at one-tenth of one per cent. It has been steadily scaled down from one-fifth of one per cent at which it was first fixed in 1940. Except in timber-driving and

forest operations, the employers assessed are those whose annual payroll exceeds \$3,000.

The general by-law does not apply to municipal and school corporations, churches, charitable institutions and hospitals. Under it and the by-law regarding timber-driving, the levy is based on the payroll for the year January to December. For forest operations the assessment is made on the year May 1-April 30. In all cases, the amount of the actual payroll is the basis for calculation, not minimum wage rates. Amounts unpaid after the dates on which they are due bear interest at the rate of five per cent.

On or before the date of payment, the employer must submit to the Minimum Wage Commission a sworn declaration showing the total wages paid, the amount of deductions, the amount of the levy to be paid, if any, and other information required by the Commission.

Quebec Workmen's Compensation Act

Mine Rescue Stations

A new regulation (No. 17) approved by Order in Council 1692 of October 15, gazetted October 25, provides for mine rescue stations in certain districts. The stations are to be furnished with the most modern equipment for miners injured by gas or smoke. Subject to conditions determined under the Mining Act and regulations, the rescue stations will be established by the Minister of Mines, who is to be responsible for maintaining them and appointing the persons necessary for their operation. The Workmen's Compensation Commission will advance the necessary funds and be reimbursed by five equal annual assessments on the classes of employers concerned. The annual cost of maintenance is to be levied on the employers. The districts concerned are the Counties of Pontiac, Temiskaming, Rouyn-Noranda, Abitibi West and Abitibi East.

Quebec Industrial and Commercial Establishments Act

Workers in Compressed Air

The Regulations (O.C. 544) of February 22, 1935, for the protection of persons working in compressed air (L.G. 1935, p. 346), were amended on September 23 (O.C. 1564), gazetted October 4. Generally, maximum hours permitted under pressure have been reduced and minimum rest periods extended.

The old Regulations set out the maximum duration of work in a 24-hour period, the maximum length of continuous work in compressed air, and the minimum period of rest in open air.

These were established by the 1935 Regulations for pressures ranging from normal to 50 pounds, the maximum duration of work and of a continuous shift decreasing from eight and four hours, respectively, to $1\frac{1}{2}$ hours and $\frac{3}{4}$ of an hour, and the minimum rest intervals lengthening from one half hour to five hours, as the pressure rose from the low spread of from normal to 22 pounds to the highest spread of from 45 to 50 pounds. At these high pressures a minimum rest in the open air of five hours was required.

The new Regulations start with a spread of from normal pressure to 18 pounds when an eight-hour day and a maximum of four continuous hours may be worked. At a pressure of from 48 to 50 pounds, only one hour may be worked in a day in two half-hour periods

separated by a minimum rest period in the open air of six hours.

Saskatchewan Health Services Act

An amendment to previous Orders (L.G. June, 1946, pp. 833-34) under the Act has effected some changes in the classes of persons entitled to health services, chiefly to make eligible old age pensioners moving to Saskatchewan from other Provinces. These changes are intended to clarify the previous Order and to broaden the categories of persons covered. The new Order, dated October 7, gazetted October 18, became effective on October first of this year. Old age pensioners and recipients of Mothers' Allowances and their children or grandchildren under 16 years of age are the chief groups concerned.

Labour Law Administration in Quebec in 1945

Industrial Relations—Minimum Wages—Labour Inspection— Workmen's Compensation

THE critical importance of labour matters during the year ended March 31, 1946, is emphasized in the Annual Report of the Minister of Labour of the Province of Quebec. Although there were many factors making for industrial unrest in the year 1945-46, the termination of the war and the reconversion of industry from a war to a peace-basis with the accompanying inflationary tendencies, it is pointed out that relations between employers and employed in Quebec were somewhat better during the year than in Canada as a whole.

The Report is divided into four parts; the first deals with the administration of the statutes which affect relations between employers and employed; the second reports on the operation of the legislation for the safeguarding of persons and property; the third is concerned with such social welfare measures as the Employment Offices Act and laws providing old age pensions, mothers' allowances and workmen's compensation; the fourth Part gives a statement of Revenue and Expenditure.

Included, too, is the report of the Superior Council of Labour, an advisory body of 28 members representing employers and workers, economists and sociologists, with Government officers from the Department of Labour, Workmen's Compensation Commission, Minimum Wage Commission, and Department of Trade and Industry. Similarly constituted is the permanent Commission of the Council

with ten members. The Council had two meetings during the year and the Commission, five. Proposals for legislation were considered and recommendations made to the Minister of Labour.

Industrial Relations

In Part I are reviewed the year's operations under the Labour Relations Act, 1944, the Public Services Employees' Disputes Act, 1944, the Trade Disputes Act, enacted first in 1901, the Professional Syndicates Act of 1924, and the Collective Agreement Act of 1934. In this section, too, are the reports of the Minimum Wage Commission, the Apprenticeship Service, and the Fair Wage Officer.

COLLECTIVE BARGAINING

The Labour Relations Act, the Professional Syndicates Act and the Collective-Agreement Act have all to do with collective bargaining. The Labour Relations Act, much like Acts in other provinces, but with some important differences, safeguards freedom of association, requires collective bargaining, and places in abeyance the right to strike or lockout until after conciliation and investigation have been tried. The Professional Syndicates Act provides that an agreement between an employer and a union or group of employees which comes within the definition of a "professional syndicate" is enforceable at law if a copy is deposited with the Minister of Labour. The

Collective Agreement Act, unique in Canada, resembles legislation in many other countries in requiring non-parties to a collective agreement to observe the wages, hours, apprenticeship, family allowances, and holidays conditions which are laid down in the agreement which has been voluntarily entered into by a substantial proportion of the industry in which they are engaged and which has been declared so to apply by Order in Council.

Under these three statutes, the Deputy Minister of Labour estimates there are about 300,000 workpeople benefiting from some 800 collective agreements. These estimates take account of some overlapping in regard to agreements under the Professional Syndicates Act and the Labour Relations Act. During the year, 882 applications for the certification of bargaining agents were received by the Labour Relations Commission of which 620 were approved. As a result, 564 collective agreements were concluded covering 55,800 workers. The wage-earners covered by the 520 agreements deposited under the Professional Syndicates Act during the year numbered 51,600. Of these agreements, 427 affected 5,312 workers in "public services", including municipal and school services and charitable institutions. The 86 agreements in industry covered 34,054 employees. Under the Collective Agreement Act 93 agreements which have been extended by Orders in Council cover all the employers and workers in the industries concerned, each being restricted to the district covered by the agreement. These agreements protect more than 200,000 workers and apply to 19,900 employers. Most of them were in force when the Labour Relations Act 1944, went into effect.

In addition to these provincial statutes, the Dominion Wartime Labour Relations Regulations applied to "war industries" in Quebec during the fiscal year 1945-46. The Quebec Wartime Labour Relations Board received 14 applications for certification of bargaining agents during the year, 12 of which were granted. Eighteen agreements, affecting 4,052 work-people, were filed with the Board.

The Collective Agreement Act provides for the enforcement of an agreement by a joint committee of the parties with, at the Minister's discretion, representatives of non-parties. The committee's expenses in ensuring the observance of the agreement may be paid from an assessment of not more than one-half of one per cent of the employer's payroll and the same proportion of the worker's wages. Inspectors employed by these joint committees work under a Director-General, who is also the Director of the Conciliation and Arbitration Service. All complaints concerning the non-observance of the agreed condi-

tions, or concerning existing conditions, concerning the refusal of a committee to give a workman a certificate of qualification, or concerning the application of the agreement, are taken up by the inspection service. The by-laws of 18 joint committees were approved by Orders in Council during the year, amendments were made in by-laws by 23 Orders, and in one case the constitution of a joint committee was revoked. The right to levy assessments was granted by 67 Orders in Council and extended by 17.

The agreements which have been generalized to apply in all parts of the Province include those in the following industries: paper-boxes, corrugated boxes, men's hats, boots and shoes, fine and work-gloves, lithographing, building supplies, furniture, painting, women's dresses, tanneries, taverns, men's and women's clothing, and cotton and jute bags. The other agreements concern industries in particular cities or parts of the Province.

In 1945-46 seven new agreements were extended by Orders in Council, 11 were renewed, 66 amended and the duration of 21 extended. The seven new Orders in Council apply to the fire-department at Sherbrooke, municipal employees at Kenogami, wholesale establishments in Sherbrooke, retail stores in St. Hyacinthe, commercial establishments in Megantic and Farnham, woodworking at Ste. Agathe.

CONCILIATION AND ARBITRATION

The Conciliation and Arbitration Service is charged with administering the Trade Disputes Act, Labour Relations Act, and the Public Services Employees' Disputes Act and, during the year 1945-46, the Wartime Labour Relations Regulations and the Wartime Wages Control Order. The Service co-operates, too, with the Joint Committees enforcing the Collective Agreement Orders in Council.

The report sets out particulars of conciliation work under these statutes, of arbitration proceedings and the number of strikes and of special inquiries during the year. There were 138 cases in which conciliation officers intervened. These involved 266 private employers and 22,187 workpeople, as well as eight municipal, and 172 school corporations and their employees. In 83 of these disputes involving 211 employers, the issue was collective bargaining under the Labour Relations Act, 1944. Bargaining agencies had been certified in 119 of these cases but no agreement arrived at. In 20 of these disputes, the parties agreed to submit their differences to arbitration. Conciliation was successful in 83 cases. Other disputes involving wages were referred for settlement to the Regional War Labour Board. In addition to these submissions to voluntary

arbitration, there were 47 disputes referred to arbitration under the Public Services Employees Disputes Act under which awards are binding. The 67 arbitration boards concerned 940 employers and 18,314 workers, but 23 of these boards had been established during 1944-45. Of the 65 boards which reported in 1945-46, 35 gave a unanimous decision.

As regards strikes, the Report shows 43 affecting 16,732 workers, causing time-loss of 41,365 man-days or an average of 2½ days. In 1944-45, there were 46 strikes. In 12 of the 1945-46 disputes, federal authorities had jurisdiction under the Wartime Labour Relations Regulations. Of the 43 disputes causing a stoppage of work, five were settled in the worker's favour, 14 in the employer's, four by compromise and 18 were inconclusive. In view of the high degree of industrial activity, the Conciliation and Arbitration Service considers that these facts present a fairly encouraging picture.

In addition, the Report shows that the Service intervened to inquire into some 57 complaints, 43 of them arising from the dismissal of one or more employees and 5 others charging some other unfair labour practice on the part of an employer. In these cases, it is pointed out, the Conciliation officer is usually confronted with contradictory statements; such disputes are extremely difficult to settle, and reliance must be placed on the calibre of the officer and the confidence reposed in him by both parties.

APPRENTICESHIP

The Quebec Apprenticeship Act was passed on May 24, 1945. It provides for Apprenticeship Centres for one or more trades to be governed by Apprenticeship Commissions. Any municipality may be recognized by the Government as an Apprenticeship Centre if such recognition is applied for by an employer's association and one of employees or by a Joint Committee under the Collective Agreement Act. Ten or more persons may apply to be incorporated as an Apprenticeship Commission. They must set out their plans for developing apprenticeship schemes in the trades with which they are to be concerned. The Report states that much moral as well as financial support has been given to the Apprenticeship Commissions by the Joint Committees.

Fourteen Centres of Apprenticeship were established during the year: for the building trades in Montreal, Quebec, Chicoutimi, Sherbrooke and Hull; for shoe-making throughout the Province; for automobile-repair, printing, lithographing, watch-making, hairdressing, and barbering in Montreal; for hairdressing and barbering in Three Rivers, and for women's

dresses in Montreal. Five Commissions were set up and nine more were to be established.

The Montreal Building Trades Apprenticeship Commission had already organized courses in bricklaying, plastering, painting, carpentry, sheet-metal work, plumbing and heating, and electrical work. Up to March 31, 1946, 244 of the 285 apprentices of this Centre were war veterans.

In the shoe industry, evening courses were being given in different factories in the Province. In the Fall of 1946, day courses were to be given in a vocational school.

The Apprenticeship Commissions in motor-vehicle-repair work, printing and lithographing were making plans in co-operation with the Arts and Trades Schools and the School of Graphic Arts. For building trades in centres other than Montreal, work was not yet organized.

MINIMUM WAGES

The Minimum Wage Act, which applies to all employees in the Province except farm workers, domestic servants and workpeople governed by an Order in Council under the Collective Agreement Act, is administered by the Minimum Wage Commission reporting to the Minister of Labour. General Order 4 of 1942 applies throughout the Province to all persons within the scope of the Act except those subject to a special Order. This Order was amended to raise the rates of wages in July and September, 1946. Some 30 special Orders apply, to, *inter alia*, the silk and cotton textile industries, manufacture of matches, brick-making, wooden box-making, glass bottles, hosiery, charitable institutions and a few occupations or establishments in certain areas. One Order covers forest operations.

The Minimum Wage Act gives authority for assessing the cost of its administration against the employers' payrolls. Unlike the Collective Agreement Act, it does not authorize a levy on wages. It is under the authority of this Act that employers are required to provide holidays with pay.

During the fiscal year 1945-46, minimum-wage inspectors made 6,992 visits in the Quebec district and 4,623 in the Montreal district. Special investigation was made of 671 complaints in the Montreal district and 234 in the Quebec district. For the purpose of the Act, the Province is divided into these two districts. The Commission's inspectors co-operate with the Labour Relations Commission in carrying out the certifying of unions which wish to negotiate a collective agreement. In this connection, they made 762 enquiries in the Quebec district and 1,164 in the Montreal District. They also supervised the taking of numerous votes to determine the proper bargaining agent.

During the year, there were two prosecutions in the Quebec district for not paying wages in accordance with minimum wage orders, and ten in the Montreal district. Six hundred and thirty-three employers were required to pay to 2,428 employees an aggregate amount of \$35,559.57 in the Quebec district. In the Montreal district the amount paid was \$11,726.14.

FAIR WAGES ON PUBLIC WORKS

Finally, Part I of the Report contains the annual review of the Fair Wage Officer who is charged with ensuring the observance of the Québec Fair Wage Policy in relation to Government contracts for public works. Like the Dominion and most other Provinces, Quebec requires Government contractors to pay the rates and observe the hours of work which prevail in the district where the work is performed. A large proportion of the contracts for the year were for road and bridge construction or repair. Most contractors were reported to have submitted promptly a copy of their payrolls, and, where adjustments were needed, to have complied with orders to that effect. During the year, claims amounting to \$7,865 were adjudged.

Labour Inspection

Part II of the Report includes the reports on the regulation and inspection of industrial and commercial establishments and of public buildings, boilers and electrical works, and on the examination of plumbers and steamfitters.

As regards industrial and commercial establishments, the Report is concerned with the enforcement of the Industrial and Commercial Establishments Act, the general regulations under that Act and special regulations for foundries, shipyards, ice-cutting, handling explosives, and for the protection of workers in caissons and in compressed air.

The general regulations forbid the employment of women and persons under 18 in certain dangerous and unhealthy occupations, the employment of boys under 16 and girls under 18 in certain other occupations, and that of boys and girls under 18 on certain machines or on special jobs in certain kinds of factories, including biscuit-making, canneries, laundries, paint works and others. These regulations deal also with certain structural conditions, with lighting, ventilation, hoists, power transmission, woodworking machinery, emery wheels and grindstones, fire prevention, window cleaning, seats, facilities for changing clothing and for meals, safety clothing, first-aid and other matters. In addition, the In-

spection Service is charged with the scrutiny of plans for public buildings and for the inspection of such buildings, as well as enforcing the Orders in Council under the Act for the limitation of Hours. The latter Orders apply to the building trades throughout the Province and to beauty shops and shoe repairing on the Island of Montreal. During the fiscal year 1945-46, 98 permits were given for overtime beyond 48 hours in construction.

Collaboration of the Inspection Service with the Workmen's Compensation Commission facilitates the investigation of accidents; close relations with the Provincial Bureau of Revenue prevent public buildings being used unless they have been approved under the Public Buildings Act, and the Quebec Employment Offices provide machinery for granting the necessary work-permits to children between 14 and 16 years of age.

The Chief Inspector states that during the year there were 7,790 periodic inspections of industrial establishments, 4,500 visits as a result of accidents or of complaints concerning conditions, and 6,646 further visits to ensure that directions had been carried out. In addition, 549 regular visits were made to shops, 1,398 visits as a result of complaints and 1,499 to ensure compliance with orders. As regards public buildings, the regular visits numbered 7,762, complaint inspections, 977, and those for checking compliance with orders, 5,348. Thus, the inspectors made in all, 40,066 visits of one kind or another. Special investigations of factory conditions resulted from 6,865 accidents; complaints had to do with unsafe or unhealthy conditions, child labour, hours, and other matters. In shops, most of the 1,398 complaints (1,289) were concerned with child labour.

EMPLOYMENT OF CHILDREN

As regards child labour, since April, 1946, a work-permit has been required for every child under 16 years of age which gives the name of the prospective employer, the child's age and school standing. This permit has to be renewed at every change of job.

Before that date, however, children between 14 and 16 were required to have only certificates of age and school standing. The minimum age for employment in any industrial establishment, shop, hotel, restaurant, theatre or place of amusement, or as a messenger or in any trade or business is 14. The certificates are approved by a Provincial Employment Office which thus has some control over the placing of the children.

During 1945-46, 16,767 children between 14 and 16 were given certificates, of whom 9,882 were 14. Most of these children (11,484) were

employed during the months from May to August inclusive. In the Montreal district there were 13,458 given certificates. These figures show a drop of 25 per cent from the preceding year, when 22,917 children 14 and 15 years of age were given certificates.

HOURS OF WORK

For women and boys under 18, the Industrial and Commercial Establishments Act limits working hours in factories to 10 in a day and 55 in a week, and in shops in towns of over 10,000 to 60 in a week. In both places, the Inspector may permit overtime, for not more than six weeks at a time, up to 12 hours in a day and 65 in a week, the daily work-period to be confined between 6 a.m. and 9 p.m. However, the Act permits women and boys under 18 to work on a two-shift system, the shifts not to exceed eight hours each and the two to fall between 6 a.m. and 11 p.m.

Overtime permits to the number of 499 were given during the year for the employment of women and boys beyond the normal maximum hours. These related to 209 establishments employing 54,096 persons, of whom 12,742 were women, 2,434 boys and 3,047 girls under 18 years of age.

For two-shift working by women and juveniles, 75 permits were granted to 56 establishments employing 24,286 persons of whom 5,703 were women, 870 boys and 1,883 girls under 18.

Further, a Quebec Wartime Order in Council (1257) of March 15, 1940, under Sec. 3 of the Industrial and Commercial Establishments Act, authorized the Minister to exempt establishments carrying out war contracts from the hours limitations imposed by the Act, and to permit, under prescribed conditions, night work by boys over 16 and girls of 18 or more. This authority ceased on April 1, 1946. The Minister's Report shows that during 1945-46 permits were given for not more than six months at a time to 91 establishments where 101,608 persons were employed, of whom 8,242 were women, 2,239 were girls under 18 and 2,895 boys under 18. Most of the permits were two-shifts but some authorized three shifts.

Provincial Employment Service

The Quebec Department operates employment offices in Montreal, Quebec City, and in 12 other towns. Two of these were opened in 1945-46, one in Joliette and the other in Rouyn.

Placings during the year numbered 100,891, of which 49,427 were of men, 39,014 of women and 12,450 boys and girls under 16. Forest operations claimed 22,931 of those placed, and casual employment, including domestic workers, 32,628. To construction jobs 16,980 were assigned, and 13,753 to factory employment.

A special Section for juvenile workers was organized during the year and has been operating since April, 1945. As stated above in connection with the employment of children, the granting of work-permits to those between 14 and 15 is now entrusted to this Section of the Quebec Employment Service. These permits are valid only in relation to the employers named on them and to the jobs specified. This arrangement facilitates the safeguarding of health and some vocational guidance.

Workmen's Compensation

In its report to the Minister of Labour, the Workmen's Compensation Commission stated that the number of accidents reported in 1945 was 82,724, a drop of 1,584 from 1944. Much credit for this reduction is given to the Industrial Accident Prevention Associations. No information is given as to the industries in which the accidents occurred, nor concerning their nature or cause.

Provisionally, the total amount paid for compensation during 1945 is given as \$5,156,963, of which \$1,010,305 was for medical aid, \$2,217,986 for temporary incapacity, \$1,055,625 for permanent incapacity and \$219,803 to the Pension Fund; \$173,234 was paid to safety associations.

A notable development in 1945 was the decision to set up a clinic in Montreal to aid in restoring injured workers to health and jobs.

Labour Legislation in India

Conference on Future Policy

THE Eighth Labour Conference of India which met in April had before it certain legislative proposals of the Government of India including a five-year program of legislation. Represented at the Conference were the Central and Provincial Governments, six

representatives of the Indian States and employers' and workers' representatives.

The Conference system has become since 1940 an important part of the machinery of the Government with regard to labour. At the 1942 conference, it was urged that joint

meetings of the Government, employers' and workers' representatives be held periodically. Later in the year this tripartite Conference was inaugurated along the lines of the International Labour Organization with equality of representation as between Governments and non-governmental organizations. Of the employers' representatives (eleven in all), eight are nominated by the Government in agreement with the two main employers' organizations, and the remaining three are reserved to represent other classes of employers. In the same way eight of the workers' representatives are nominated by the Government in agreement with the two principal workers' organizations, the All-India Trade Union Congress and the Indian Federation of Labour, while the other three represent other groups of workers. The Government representatives are chosen on a territorial basis.

The Conference meets at least once a year while a Standing Committee similarly organized meets at least twice annually. The organization is advisory in nature, and the Government submits proposed legislation to it. The Conference system is considered helpful in expediting the work of the Government by making unnecessary the lengthy consultations at different stages which used to take place between the Central and Provincial Governments and between the provincial authorities and representatives of employers and workers.

It may be well to look at the constitutional arrangement in India as it has been with respect to labour up to this time.

The Government of India Act, 1935, gave concurrent powers to the Provincial and Central Legislatures in relation to labour. Certain fields were specifically assigned to the Provinces, but the Act declares that the Federal Legislature may legislate in matters enumerated in the Provincial list unless a proposed law is to apply only to one province or a part of a province. In practice, Central legislation is not put through without consulting the provincial authorities as noted above. As regards the Indian States, the 1935 Constitution provided that they might have their own representatives in the Central Legislature.

On this question of jurisdiction between the Central Government and the Provinces, the Royal Commission on Labour in India said in 1931:—

Acts whose essence is the creation of civil privileges or liabilities, such as the Workmen's Compensation Act and the Trade Unions Act, do not demand any intimate relation between the authority responsible for the law and the authority responsible

for the administration. Still less is such relation necessary in the case of Acts which merely confer the power to invoke machinery, such as the present Trade Disputes Act. On the other hand, it is vital that the authority passing the law should have the assurance that they will be made universally effective.

The Central Department of Labour is responsible for administration, in relation to federal railways, of the Payment of Wages Act, Trade Disputes Act, hours of work laws for workers not covered by the Factories Act, the regulation of the employment of children, the regulation of employment and safety in mines, and other industries, and for the settlement of disputes in government industries.

As regards concurrent powers, Central Legislature is responsible for factories, boiler inspection, welfare and conditions of labour, workmen's compensation, health insurance, unemployment insurance, trade unions, industrial disputes and other matters.

The Government of India in order to promote uniformity has passed legislation in regard to most of these matters but the administration of the various Acts connected with factories, workmen's compensation, trade unions, payment of wages, the pledging of child labour, etc., is entrusted to the Provinces which bear the cost of administration. The Constitution does not permit the Central Government to incur any expenditure in the administration of Provincial subjects. Some measure of control may be exercised by the Governor-General in Council over the administration of Central legislation through his general statutory authority of superintendence and direction and through the control reserved to him by most of these statutes. However, the practice is to leave the Provinces as free as possible to administer these all-India Acts.

The specific proposals placed before the 1947 Labour Conference included plans for achieving uniform conditions of service, regulation of employment on the docks, eradication of forced labour, recommendations to the Provincial Governments to set up Welfare Trust Funds and a Workmen's Health Insurance Scheme. The latter plan will be applicable to factory workers and will provide medical treatment and monetary relief during sickness, maternity benefits, medical treatment during disablement, etc. Bombay Province set the example in establishing welfare centres for workers. Although some companies did have welfare officers to provide services, most people were not provided for. Recreation facilities child welfare, adult education and medical services have been made available throughout many schemes. In addition the Government plans revision of

(Continued on page 1730)

Employment, Hours and Earnings

Introduction

EMPLOYMENT in Canada had passed the five million mark by mid-August and a further rise of about 100,000 was expected by the beginning of October. Unemployment, on the other hand, had fallen to 73,000 at the August date or 1.4 per cent of the total labour force. The current high level of employment was expected to continue at least until early in 1948 in all major fields with the exception of the summer-active industries.

Labour was scarce during September with agriculture, food processing, trade and transportation making heavy demands on the existing pool of labour. Also, demand for logging workers was increasing in preparation for the winter cut. The labour force was temporarily augmented by students, married women and retired workers but these workers were employed mainly in seasonal industries and were expected to withdraw shortly as activity slackened.

Immigration also provided an immediate source of labour. Many Dutch immigrants had settled on Ontario farms; British immigrants to Ontario were taking jobs chiefly in the cities, although some were employed on farms and in logging camps. The displaced persons from Europe who had entered logging camps were learning the work rapidly and were soon expected to make valuable contributions to pulp wood production.

The turning point in seasonal labour demand, as indicated by the statistics available at the National Employment Service, occurred around the middle of September. At that date a surplus of 33,000 jobs existed. Since that time, however, demand had gradually slackened while at the same time the release of seasonal workers increased the available supply of labour. By October 30, unplaced applicants totalling 96,000 exceeded vacancies on file by 4,000. Many industries had been operating below capacity because workers were unobtainable, and it was hoped that this would offset somewhat the normal seasonal downtrend during the coming winter months. Claims for unemployment insurance were slightly fewer at the end of September than one month earlier. At the September date 36,700 persons signed the unemployment insurance register as against 37,350 one month before.

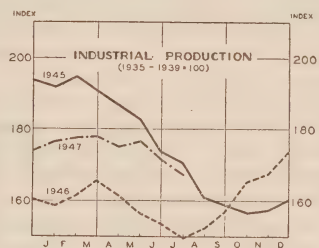
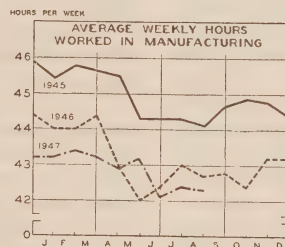
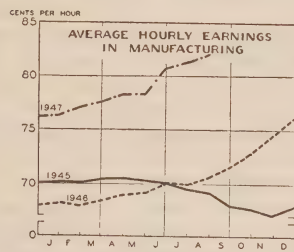
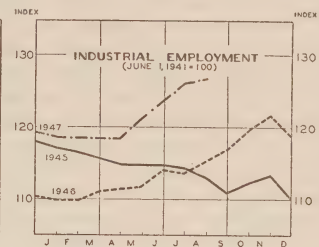
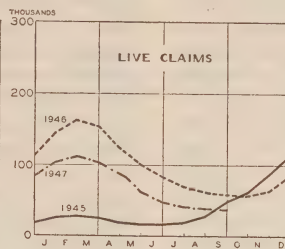
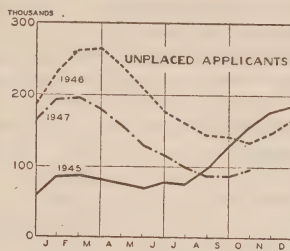
Employment in firms with 15 or more employees, as reported by the Dominion Bureau of Statistics, continued to gain during August but at a much slower rate than in June and July. Expansion was held back mainly by the scarcity of suitable workers. Increases in employment during August were confined to manufacturing, construction and maintenance, and trade. The index of employment (June 1, 1941=100) rose from 126.1 to 126.3 during August, bringing recorded employment in this series to 1,989,000 at the beginning of September.

Average hourly earnings in manufacturing continued to gain during August. Price decontrol, however, had brought about sharp increases in the cost-of-living and as a result real wages (earnings in relation to the cost-of-living) continued to drop. Hourly earnings of manufacturing employees rated on an hourly basis totalled 82.2 cents as against 81.3 and 70.6 cents one month and one year before respectively. Average hours worked remained relatively constant over the year, the work-week totalling 42.3 during the last week in August in contrast to 42.7 in the previous year and 42.4 in the July period.

In the Maritime region the employment situation improved further during September, even though the seasonal peak had already been passed in all other regions. Grain harvesting was over, but the potato and apple crops were in the process of being harvested. In the heavy industries, material shortages were easing. Work had begun in the New Glasgow area on a box car order which was expected to employ 1,200 men for a year; the Sydney steel plant was working at capacity. Coal output was steadily increasing, except in the Minto area where coal car shortages interrupted production temporarily. In the Cape Breton area, miners had voted to accept a new schedule of rates for various mechanized operations when the new system of mining will be installed; thus the new system could go into effect as soon as the machinery arrives. Pulpwood cutting had been extensive and demand for 1,000 woodsmen existed. Construction activity was speeding up as the supply situation improved; skilled tradesmen were in demand everywhere, except in the Saint John area where a carpenters' strike had tied up building activity.

SELECTED LABOUR MARKET INDICATORS

1945 — 1946 — 1947



SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

Note: Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947			1946		
	September	August	July	September	August	July
Civilian Non-Institutional—						
Population ¹	8,971,000	(†)	(†)	8,792,000	(†)	(†)
Civilian Labour Force ¹	5,081,000	(†)	(†)	4,977,000	(†)	(†)
Employment—						
Employed ¹	5,008,000	(†)	(†)	4,880,000	(†)	(†)
Index (June 1, 1941=100) ²	126.3	126.1	124.1	114.9	113.2	113.7
Total ²	1,989,302	1,984,123	1,946,032	1,793,875	1,765,105	1,773,712
Male ²	1,576,071	1,573,311	1,535,816	1,398,508	1,378,979	1,382,265
Female ²	413,231	410,812	410,216	395,367	386,126	391,447
Unfilled Vacancies at N.E.S. ³	110,568	90,081	95,184	117,236	107,492	118,969
Vacancies Notified ³	34,713	33,568	31,856	44,562	40,622	36,185
Applications for Employment ³	31,091	26,460	28,518	37,389	36,371	35,802
Referrals ³	27,497	23,858	25,162	28,111	27,066	27,336
Placements ³	16,678	15,324	16,419	18,108	17,548	17,983
Unemployment—						
Unemployed ¹	73,000	(†)	(†)	117,000	(†)	(†)
Per cent of Civilian Labour Force.....	1.4	(†)	(†)	2.4	(†)	(†)
Unplaced Applicants at N.E.S.—						
Total.....	85,931	98,891	114,499	144,845	160,340	176,735
Male.....	60,069	69,314	80,985	113,959	125,855	139,977
Female.....	25,862	29,577	33,514	30,886	34,485	36,758
Unemployment Insurance Claims.....	37,350	41,877	47,817	61,822	68,535	82,382
Unemployment in Trade Unions.....%	(†)	(†)	0.8	(†)	(†)	1.3
Earnings and Hours—						
Index Aggregated Weekly Payrolls (June 1, 1941=100) ²	179.9	178.6	173.8	145.6	143.1	141.9
Per Capita Weekly Earnings ²\$	36.74	36.53	36.15	32.72	32.64	32.25
Average Hourly Earnings ⁴¢	82.2	81.3	80.8	70.6	70.0	70.0
Average Hours Worked per Week ⁴	42.3	42.4	42.0	42.7	43.0	42.4
Industrial Production—						
Index (1935-39=100) ⁵	175.1	168.1	171.3	152.1	149.7	153.5

(†) Not available.

Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

² Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees.³ Weekly average for month in all industries reporting to National Employment Service.⁴ Average hourly earnings and man-hours apply to manufacturing only.⁵ During the month.

(*) For more recent figures, see below under Operations of the National Employment Service.

Reports from the Quebec region indicated that general employment remained at its high level and labour demand was still placing very heavy pressure on labour supply. Shifts from the seasonal summer industries were expected shortly to relieve the strain, however, although logging would probably absorb many of the men released. Labour unrest due to the rising cost of living was noted. Many new manufacturing plants, producing electrical equipment, commercial alcohol, and other commodities were either beginning operations or about to be established. Fall harvesting was over and the yield being well below normal, many farmers were turning to bushwork; the logging industry added about 10,000 men to the pay-rolls during September. Experienced miners were unobtainable, and high labour turnover generally interrupted the training of mine beginners; as a result, operators were strongly supporting immigration plans. Construction projects, though acutely short of skilled workers, were forging ahead in order to finish as much work as possible before winter came.

In the Ontario region, seasonal influences intensified the already heavy demand for workers. The great competition for workers had caused much labour turnover; the usual migration from outdoor to indoor work at this time of year, however, would ease the situation somewhat. Small industrial centres were in greatest need of factory labour since workers tended to move to the larger cities.

Many British and Dutch immigrants had been placed on farms in the region. Poor feed crops may affect livestock production this winter; the recent meat packing strike seriously delayed cattle marketings. The prospects of attracting sufficient labour for the logging industry were hopeful due to immigration and an increased influx of workers from Quebec. Base metal mining employment was expanding as a result of intensive recruiting campaigns in all eastern regions, but the gold mining labour situation had become so acute that fear of ghost towns was growing in the north. Skilled construction tradesmen were still very scarce in the face of great demand throughout the whole region.

In the Prairie region, the pressure of farm labour demand had begun to ease and the next problem was to recruit sufficient workers for winter pulpwood cutting. The mass movements of labour necessary to handle the harvest needs of the three Prairie provinces had been successfully completed; only the sugar beet crop remained to be harvested. Pulpwood operators estimated that they would need about 8,000 men in addition to the 2,200 displaced persons they were employing in their camps. The box car shortage was again hindering the coal mining industry, with some temporary shutdowns having occurred recently. The base metal industry reported a drop in labour turnover; the housing project at Steep Rock Iron Mines was progres-

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



sing well. Gold mines were recruiting workers in the Maritimes. Among manufacturing industries, sawmills reported capacity operations but heavy labour turnover; meatpacking plants were closed throughout the nation-wide strike, but settlement had since been reached; sash and door factories were still hampered by glass shortages. Construction tradesmen were in heavy demand as the summer building pace continued; carpenters, bricklayers, electricians, plasterers, and painters were needed most urgently.

In the Pacific region employment was starting to level off as seasonal activity slackened. Breakdowns in labour-management negotiations closed many plants in the meatpacking, metal, and furniture manufacturing industries, and about 1,500 workers became temporarily unemployed. The meatpacking strike ended

just as the B.C. Electric strike began, disrupting urban transportation; negotiations were under way in several other industries, which somewhat obscured the employment outlook. The logging industry recently imported three or four hundred men from the Maritimes which relieved the labour scarcity greatly, although a shortage of key personnel still existed. Labour turnover in sawmills and pulp and paper plants was decreasing; participation in the pension schemes offered by most large companies had been one important reason for the improvement. Base metal and gold mines had been recruiting workers from the Prairies. Construction workers were in great demand, chiefly for out-of-town jobs; many projects having reached the finishing stage, there were heavy orders for skilled carpenters.

Employment and Payrolls at the Beginning of September, 1947

THE trend of employment as reported by the larger establishments in the major industrial divisions was favourable at the beginning of September, when the indicated advance was rather less-than-average in the experience of earlier years of the record. Data were received by the Dominion Bureau of Statistics from 18,072 employers whose working forces included 1,989,302 men and women, as compared with 1,985,944 at August 1. This increase of 0.2 per cent was smaller than in any preceding survey since that for the first of May. It was also less than the gain recorded at September 1, 1946, when the

resumption of operations in certain industries in which the employees had been on strike had been an important factor contributing to the unusually marked expansion then indicated.

Based on the 1926 average as 100, the index of employment was 192.9, as compared with 192.6 at August 1, and 175.5 at September 1, 1946. The latest figure is the highest in the record, slightly exceeding the previous maximum of 190.5 at December 1, 1943.

A brief review of the situation indicated at the beginning of September shows an upward movement in manufacturing, construc-

TABLE I.—INDEX NUMBERS OF EMPLOYMENT, PAYROLLS AND WEEKLY EARNINGS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Earnings	Index Numbers of			Average Weekly Earnings
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
				\$				\$
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Sept. 1, 1944.....	121.5	149.6	125.5	31.69	134.6	168.6	127.3	32.55
Sept. 1, 1945.....	113.2	141.1	127.0	32.06	118.2	148.0	127.4	32.58
Sept. 1, 1946.....	114.9	145.6	129.6	32.72	111.4	140.1	127.9	32.71
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
Apr. 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947.....	126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Sept. 1, 1947.....	126.3	179.9	145.5	36.74	121.0	173.1	145.3	37.15

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed by the Reporting Establishments in Canada, and Aggregate and Average Weekly Salaries and Wages Reported at September 1, 1947, together with Index Numbers of Employment and Payrolls, with Comparisons at August 1, 1947, and September 1, 1946.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at Sept. 1, 1947	Aggregate Weekly Payrolls Reported at Sept. 1, 1947	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.								
						Employment			Aggregate Weekly Payrolls					
			Sept. 1, 1947	Aug. 1, 1947	Sept. 1, 1946	Sept. 1, 1947	Aug. 1, 1947	Sept. 1, 1946	Sept. 1, 1947	Aug. 1, 1947	Sept. 1, 1946			
(a) PROVINCES		\$	\$	\$	\$									
Maritime Provinces.....	141,964	4,738,548	33-38	33-29	29-86	120-0	120-7	112-8	182-9	183-5	153-6			
Prince Edward Island.....	3,363	97,474	28-98	29-36	26-72	148-6	146-6	136-7	197-6	197-5	166-8			
Nova Scotia.....	80,479	2,692,243	33-45	33-67	29-79	112-3	112-1	106-3	166-6	167-3	139-9			
New Brunswick.....	58,122	1,948,831	33-53	32-98	30-15	131-2	133-5	122-4	210-7	210-9	176-9			
Quebec.....	589,359	20,742,517	35-20	34-79	31-76	124-5	124-0	115-3	182-7	179-8	152-7			
Ontario.....	822,757	31,075,107	37-77	37-65	32-98	121-8	121-9	109-2	169-7	169-3	132-7			
Prairie Provinces.....	237,925	8,772,286	36-87	36-59	33-52	134-1	134-1	126-3	186-8	185-4	159-8			
Manitoba.....	105,064	3,847,513	36-62	36-44	33-29	127-2	127-6	121-8	175-8	175-4	152-8			
Saskatchewan.....	47,748	1,704,079	35-69	35-81	32-79	131-9	131-5	123-2	181-6	181-7	155-5			
Alberta.....	85,113	3,220,689	37-84	37-20	34-21	145-1	144-8	134-2	205-3	201-5	172-1			
British Columbia.....	197,297	7,756,013	39-31	39-36	35-91	153-2	151-4	131-1	211-4	209-1	165-7			
CANADA.....	1,989,302	73,084,471	36-74	36-53	32-72	126-3	126-1	114-9	179-9	178-6	145-6			
(b) CITIES														
Montreal.....	283,559	10,020,045	35-34	34-95	32-39	127-4	127-1	122-4	175-2	172-9	154-6			
Quebec City.....	29,735	955,053	32-12	31-68	28-23	121-0	119-3	105-2	184-6	179-6	141-5			
Toronto.....	256,790	9,622,828	37-47	37-15	33-16	124-6	124-5	115-1	174-1	172-3	142-0			
Ottawa.....	24,556	791,330	32-23	32-56	28-84	122-0	122-2	117-7	170-9	172-9	147-0			
Hamilton.....	61,582	2,328,213	37-81	37-78	32-62	114-5	115-6	87-5	157-8	159-1	104-0			
Windsor.....	38,746	1,683,036	43-44	43-58	37-33	120-3	120-3	101-2	139-3	139-7	100-1			
Winnipeg.....	67,129	2,257,685	33-63	33-23	30-63	128-8	128-8	125-5	170-2	168-1	151-0			
Vancouver.....	85,896	3,160,967	36-80	36-63	33-19	161-9	162-4	141-8	224-1	223-8	177-9			
Halifax.....	21,816	712,131	32-64	32-81	29-25	121-2	118-5	125-8	174-5	171-5	160-6			
Saint John.....	14,262	442,019	30-99	30-57	28-83	133-9	127-0	121-5	191-7	179-4	161-8			
Sherbrooke.....	9,931	300,931	30-30	29-90	28-04	110-0	111-1	109-6	160-2	159-7	147-9			
Three Rivers.....	11,822	432,024	36-54	36-58	31-92	142-7	139-1	124-6	201-4	197-4	153-9			
Kitchener-Waterloo.....	19,943	727,355	36-47	36-09	30-63	132-6	133-6	100-1	213-0	212-3	134-7			
London.....	25,629	883,630	34-48	34-40	30-84	143-3	145-0	132-9	193-5	195-3	160-4			
Port William-Port Arthur.....	12,500	504,431	40-35	40-03	35-63	87-1	87-2	74-4	131-8	130-9	99-1			
Regina.....	11,855	383,928	32-39	32-40	29-76	129-8	125-8	118-4	182-0	176-4	152-6			
Saskatoon.....	8,149	269,919	33-12	33-60	29-28	161-2	162-1	155-0	241-2	246-0	205-9			
Calgary.....	21,783	767,178	35-22	35-15	32-12	137-2	136-1	124-8	191-3	189-5	153-2			
Edmonton.....	21,207	697,460	32-89	32-97	30-46	152-8	150-6	144-5	206-5	203-9	180-4			
Victoria.....	13,499	482,697	35-76	36-23	31-63	154-7	154-0	148-5	220-9	222-8	187-3			
(c) INDUSTRIES														
Manufacturing.....	1,068,313	39,687,870	37-15	36-97	32-71	121-0	120-5	111-4	173-1	171-5	140-1			
Durable Goods ¹	495,064	19,531,954	39-45	39-26	34-65	117-0	116-6	104-2	163-9	162-6	128-1			
Non-Durable Goods.....	545,102	18,992,282	34-84	34-65	30-82	124-1	123-5	117-7	183-4	181-6	153-4			
Electric Light and Power.....	28,147	1,163,634	41-34	41-48	37-48	138-2	136-9	128-8	180-5	179-4	148-7			
Logging.....	73,684	2,684,400	36-43	35-36	31-87	152-8	155-4	122-2	279-3	275-6	195-5			
Mining.....	78,680	3,480,700	44-24	43-69	39-12	94-1	96-0	87-9	130-7	131-7	109-0			
Communications.....	46,352	1,614,162	34-82	34-72	32-84	176-5	178-5	157-3	225-3	227-0	186-9			
Transportation.....	182,331	8,067,065	44-24	43-98	39-86	143-5	144-4	133-0	193-8	193-7	161-9			
Construction and Maintenance.....	232,253	8,323,291	35-84	35-70	32-17	128-6	126-8	109-6	200-0	196-5	153-7			
Services ²	67,931	1,588,687	23-39	23-29	21-05	150-3	151-1	139-0	228-1	214-9	181-7			
Trade.....	239,758	7,638,296	31-86	31-79	29-05	131-7	131-4	122-5	177-8	176-8	151-3			
Eight Leading Industries.....	1,989,302	73,084,471	36-74	36-53	32-72	126-3	126-1	114-9	179-9	178-6	145-6			
Finance.....	82,451	3,078,515	37-34	37-52	34-95	135-6	132-6	127-3	175-3	172-3	154-3			
Nine Leading Industries.....	2,071,753	76,162,986	36-76	36-57	32-81	126-7	126-4	115-4	179-7	178-3	145-9			

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

² Mainly hotels and restaurants and laundry and dry-cleaning plants.

tion and maintenance and trade, while curtailment of operations was indicated in logging, mining, communications, transportation and laundries and dry-cleaning establishments. In several of these industries, the contractions were at variance with the usual seasonal trend at September 1 in the experience of preceding years; employment in the various divisions nevertheless continued at a high level, being in many cases in greater volume than in any preceding September.

Within the manufacturing division, the general changes as compared with August 1 were also rather slight. The most noteworthy gains were in the food, lumber, electrical apparatus and iron and steel groups. There were reductions in a number of industries, the most important losses being reported in clay, glass and stone plants. Activity in manufacturing generally was greater than at September 1 in either 1946 or 1945. Declines in the industries which had been mainly engaged on war work pro-

duced a falling-off in the group as a whole as compared with the later years of the war, but many other branches of manufacturing reported a higher level of employment at the date under review than at the beginning of any preceding September.

Payrolls

Accompanying the moderate improvement generally indicated in industrial employment at the beginning of September was a relatively larger increase in the amount of the salary- and-wage payments of the co-operating firms. Their weekly aggregate was \$73,084,471, as compared with \$72,552,687 at the first of August. There was thus an increase of 0.7 per cent in this comparison, while that in employment amounted to 0.2 per cent. The average earnings per employee stood at \$36.74 at September 1, as compared with \$36.53 at the beginning of August, and \$32.72 at September 1, 1946. The latest per capita figure is the highest in the record of 6½ years.

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS, (AVERAGE CALENDAR YEAR 1926=100).

(The latest figures are subject to revision.)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1931.....	107.1	102.7	.....	.....	.....	109.8	100.7	130.0	.....	.....	.....	96.6
Sept. 1, 1932.....	86.0	87.8	.....	.....	.....	85.3	85.1	91.6	.....	.....	.....	82.8
Sept. 1, 1933.....	88.5	91.5	.....	.....	.....	87.0	88.1	90.7	.....	.....	.....	89.2
Sept. 1, 1934.....	98.8	101.8	.....	.....	.....	95.4	103.3	92.9	.....	.....	.....	96.2
Sept. 1, 1935.....	102.7	107.0	.....	.....	.....	99.3	103.9	100.5	.....	.....	.....	108.0
Sept. 1, 1936.....	107.1	114.4	.....	.....	.....	103.0	108.1	107.4	.....	.....	.....	109.3
Sept. 1, 1937.....	123.2	135.4	87.9	133.5	140.5	124.5	125.0	109.4	100.2	128.3	110.0	121.2
Sept. 1, 1938.....	115.1	113.2	112.7	122.2	102.4	118.1	115.0	112.2	100.6	136.2	114.2	112.0
Sept. 1, 1939.....	119.6	116.4	111.6	125.6	105.3	128.5	116.2	114.0	104.2	128.9	119.2	116.6
Sept. 1, 1940.....	131.6	127.3	117.0	136.7	116.4	136.4	134.8	117.0	109.1	119.3	127.8	126.7
Sept. 1, 1941.....	162.7	164.1	130.2	182.1	143.8	169.9	169.0	136.1	130.5	132.2	147.5	149.8
Sept. 1, 1942.....	179.3	172.2	111.9	195.1	147.5	192.8	183.0	143.1	137.8	138.8	154.0	179.4
Sept. 1, 1943.....	186.2	187.8	121.5	210.2	163.4	200.7	186.1	145.3	139.1	137.7	159.9	198.8
Sept. 1, 1944.....	185.5	184.5	134.4	199.2	168.8	200.0	186.5	150.3	143.3	145.5	164.0	188.1
Sept. 1, 1945.....	172.8	173.2	131.2	189.1	155.5	178.1	175.2	147.2	140.8	142.6	159.9	183.6
Sept. 1, 1946.....	175.5	171.9	146.4	178.4	165.1	181.4	176.1	162.0	151.9	157.0	180.5	176.9
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	129.3	165.2	168.2	186.9	191.8	152.4	157.7	157.7	179.1	192.4
July 1, 1947.....	189.5	179.4	150.9	186.3	172.2	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947.....	192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947.....	192.9	182.9	159.2	188.6	177.0	195.8	196.5	172.1	158.6	168.0	195.2	206.7
Relative Weight of Employment by Provinces and Economic Areas as at Sept. 1, 1947.	100.0	7.1	0.2	4.0	2.9	29.6	41.4	12.0	5.3	2.4	4.3	9.9

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

(The latest figures are subject to revision.)

Industries	Relative Weight	Sept. 1, 1947	Aug. 1, 1947	Sept. 1, 1946	Sept. 1, 1945	Sept. 1, 1944	Sept. 1, 1943	Sept. 1, 1942
Manufacturing	53.7	203.3	202.5	187.2	198.6	226.2	229.9	215.6
Animal products—edible.....	2.5	248.1	246.5	252.0	235.2	234.3	201.0	181.3
Fur and products.....	0.2	146.3	149.9	160.7	141.3	125.3	125.1	125.2
Leather and products.....	1.6	152.0	152.9	156.4	141.9	138.1	137.8	138.6
Boots and shoes.....	1.0	141.8	142.0	144.0	131.0	125.2	125.1	127.7
Lumber and products.....	4.3	155.5	154.1	142.2	130.9	132.6	126.7	124.1
Rough and dressed lumber.....	2.6	141.3	140.1	122.7	111.1	112.1	107.9	114.8
Furniture.....	0.8	157.7	155.1	157.4	131.4	129.2	107.5	112.2
Other lumber products.....	0.9	211.1	210.7	201.5	205.6	213.0	215.5	170.1
Musical instruments.....	.04	38.2	38.9	38.3	30.4	29.3	52.4	41.8
Plant products—edible.....	3.4	204.2	199.4	202.4	177.0	196.7	162.5	168.2
Pulp and paper products.....	5.8	180.6	180.6	167.3	148.3	139.7	135.9	134.5
Pulp and paper.....	2.7	171.9	170.8	155.2	137.5	128.6	126.6	127.9
Paper products.....	1.1	260.6	263.1	244.0	221.6	212.5	201.3	188.5
Printing and publishing.....	2.0	164.6	165.5	157.7	138.2	130.3	125.8	124.6
Rubber products.....	1.2	193.5	193.1	110.6	178.0	170.7	126.4	128.9
Textile products.....	7.5	169.8	169.5	161.1	156.2	153.4	157.0	166.9
Thread, yarn and cloth.....	2.8	177.0	177.3	161.7	156.9	155.3	157.8	176.8
Cotton yarn and cloth.....	1.1	107.1	108.6	96.0	106.8	108.7	113.6	127.4
Woolen yarn and cloth.....	0.7	201.0	199.6	188.5	167.0	167.0	171.0	200.0
Artificial silk and silk goods.....	0.7	774.9	771.9	710.2	614.8	591.5	563.6	600.6
Hosiery and knit goods.....	1.2	161.9	160.3	157.0	145.7	143.3	143.0	134.4
Garments and personal furnishings.....	2.7	170.4	169.3	159.8	158.4	152.6	157.6	171.9
Other textile products.....	0.8	157.7	157.7	121.5	121.5	120.9	124.4	129.9
Tobacco.....	0.5	122.5	118.8	109.9	167.1	167.1	174.7	174.5
Beverages.....	0.9	336.1	331.0	308.9	274.6	261.7	233.7	243.7
Chemicals and allied products.....	2.1	335.6	336.0	317.2	380.9	380.9	627.6	673.7
Clay, glass and stone products.....	1.1	186.6	191.5	163.9	145.5	134.4	133.8	134.1
Electric light and power.....	1.4	207.2	205.2	193.0	162.9	150.6	150.0	150.2
Electrical apparatus.....	2.6	349.0	344.4	268.1	279.0	327.8	318.3	263.5
Iron and steel products.....	14.6	215.4	214.8	195.8	253.7	325.8	349.2	303.5
Crude, rolled and forged products.....	1.8	272.0	271.8	184.5	237.7	246.4	267.6	249.9
Machinery (other than vehicles).....	1.5	256.9	255.7	234.2	216.3	222.0	241.7	256.1
Agricultural implements.....	0.8	193.1	194.8	160.8	139.9	127.8	130.3	135.7
Land vehicles and aircraft.....	5.5	175.0	174.4	164.8	212.1	301.1	292.2	249.8
Automobiles and parts.....	2.3	297.2	295.6	240.3	269.3	293.1	304.5	296.7
Steel shipbuilding and repairing.....	1.2	503.4	493.0	477.1	1,068.2	1,359.0	1,691.2	1,192.8
Heating appliances.....	0.4	217.2	210.9	198.2	180.0	173.6	172.6	155.9
Iron and steel fabrication (n.e.s.).....	0.6	212.3	215.0	181.7	249.5	295.9	326.3	327.1
Foundry and machine shop products.....	0.4	214.4	216.5	216.6	211.9	234.0	268.2	296.6
Other iron and steel products.....	2.4	220.2	219.6	219.4	277.6	377.1	431.9	416.3
Non-ferrous metal products.....	2.4	331.5	330.0	287.5	315.6	427.2	496.1	422.7
Non-metallic mineral products.....	0.8	225.0	227.6	220.2	223.2	216.3	217.0	204.7
Miscellaneous.....	0.8	277.3	279.3	286.2	325.9	360.8	371.9	360.2
Logging	3.7	241.9	246.0	193.5	181.4	155.0	129.5	147.5
Mining	4.0	166.8	170.2	155.7	143.9	152.4	158.1	166.8
Coal.....	1.2	86.0	88.9	92.8	89.4	95.6	93.4	90.6
Metallic ores.....	2.0	303.4	307.7	266.4	241.5	262.7	295.6	334.9
Non-metallic minerals (except coal).....	0.8	237.5	241.1	202.4	181.1	175.2	166.8	165.9
Communications	2.3	171.6	173.5	152.9	123.4	113.1	107.4	107.1
Telegraphs.....	0.4	144.7	143.5	139.6	135.4	133.1	134.4	139.8
Telephones.....	1.9	177.3	180.0	155.8	119.7	107.6	100.0	100.9
Transportation	9.1	141.8	142.7	131.4	128.3	124.1	120.3	110.0
Street railways.....	3.0	227.9	230.6	214.8	196.4	189.3	172.7	159.5
Steam railways.....	4.6	115.3	115.3	110.3	111.1	107.8	105.1	95.2
Shipping and stevedoring.....	1.5	134.6	136.8	108.9	112.7	111.6	116.8	110.0
Construction and Maintenance	11.7	178.7	176.2	152.3	123.9	130.8	138.3	146.5
Building.....	5.1	216.2	210.0	165.6	115.2	99.6	153.5	167.5
Highway.....	4.6	225.6	224.0	199.0	158.3	199.2	166.1	172.9
Railway.....	2.0	94.2	94.9	94.9	101.7	100.4	97.4	101.0
Services	3.4	258.8	260.2	239.3	213.1	207.1	196.3	188.2
Hotels and restaurants.....	2.3	270.5	270.6	245.8	215.5	210.8	195.1	184.6
Personal (chiefly laundries).....	1.1	236.6	240.5	226.6	208.2	200.8	198.3	194.3
Trade	12.1	206.5	206.0	192.1	172.2	162.0	152.0	152.3
Retail.....	8.5	210.6	210.4	197.4	176.7	166.7	157.8	158.8
Wholesale.....	3.6	197.5	196.1	179.8	161.3	150.0	137.3	135.0
Eight Leading Industries	100.0	192.9	192.6	175.5	172.8	185.5	186.2	179.3
Finance	157.4	153.9	147.8	130.0	126.1	124.9	124.2	124.2
Banks and trust companies.....	161.1	154.7	150.4	133.4	130.1	130.0	129.2	129.2
Brokerage and stock markets.....	198.5	203.8	247.7	189.7	146.7	126.7	105.0	105.0
Insurance.....	149.2	149.1	138.4	122.1	119.4	118.0	118.7	118.7
Nine Leading Industries	191.2	190.7	174.2	170.8	182.6	183.2	176.6	176.6

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total numbers of employees reported in Canada by the firms making returns at the date under review.

As compared with September 1, 1946, there was an increase of 9.9 per cent in the general index of employment in the eight leading industries, of 23.6 per cent in the index of aggregate payrolls, and 12.3 per cent in the per capita weekly earnings of the persons employed by the larger industrial establishments.

If the statistics for the finance group are included with those just given for the eight leading industries, the survey shows that the number of persons in recorded employment at September 1 was 2,071,753, as compared with 2,066,562 at August 1. The latest aggregate of weekly payrolls disbursed by the reporting establishments was \$76,162,986, considerably exceeding their total of \$75,577,546 paid at August 1. The average earnings in the nine leading industries were \$36.76, as compared with \$36.57 at August 1, 1947, and \$32.81 at September 1, 1946.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas and the 20 leading industrial cities, and gives comparisons as at August 1, 1947, and September 1, 1946. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1943. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100.

Table I shows that in the period for which current data on payrolls are available, the index number of employment in the eight leading industrial groups has increased by 26.3 per cent, that of aggregate weekly salaries and wages has risen by 79.9 per cent, and the per capita earnings have advanced by 45.5 per cent. Including finance, the indexes of employment, payrolls and average weekly earnings from June 1, 1941, to September 1, 1947, mounted by 26.7 per cent, 79.7 per cent and 44.2 per cent, respectively. These advances are the highest in the record. The explanation given in preceding bulletins for the relatively greater rise in the salaries and wages than in the numbers employed may again be stated:—(1) the payment of higher wage-rates in large numbers of industries and establishments, in addition to the general increase resulting from the mandatory payment of cost-of-living allowances to the majority of workers during the war; the rates

at which these bonuses were paid were increased on more than one occasion before they were absorbed in the basic wage-rates as from February 15, 1944; (2) the progressive up-grading of employees as they gained experience in their work, and (3) reductions in the numbers and proportions of women workers.

• In manufacturing the index of employment during the period for which monthly statistics of payrolls are available has risen by 21 per cent; the salaries and wages have mounted by 73.1 per cent, and the weekly earnings per person in recorded employment have increased by 45.3 per cent. In the indicated non-manufacturing industries taken as a unit, the index of employment at September 1 had risen by 33.4 per cent since the commencement of the record of payrolls, while the index of aggregate salaries and wages showed a gain of 88.6 per cent.

With regard to the considerable variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with differences in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of outstanding importance.

Sex Distribution of Persons in Recorded Employment

Slightly increased employment was indicated for workers of both sexes at September 1 as compared with a month earlier, according to the information furnished by the larger firms in the eight leading industries; of the total indicated staff of 1,989,302 persons, 1,576,071 were men and 413,231 were women. The advance among workers of the former sex as compared with August 1, amounted to 0.1 per cent, and that among women, to 0.5 per cent; the increase among the latter was to a considerable extent seasonal in character, taking place largely in the food-processing industries. In each 1,000 persons in recorded employment at the beginning of September, 792 were men and 208 were women. At August 1, 1947, the distribution was 793 men and 207 women per 1,000 employees, while at

September 1, 1946, there were 780 men and 220 women per 1,000 persons in recorded employment.

Firms in the nine leading industries reported an increase of 5,191 workers as compared with August 1; of these, 1,201 were men, and 3,990 were women. The gain among the former amounted to 0.1 per cent, and that among the latter workers, to 0.9 per cent. The proportions in this group of industries were 782 men and 218 women per 1,000; these ratios were much the same as those of 783 men and 217 women per 1,000 employees at August 1, but differed considerably from the proportions of 770 men and 230 women per 1,000 workers indicated by the co-operating firms at September 1, 1946. The ratios of women per 1,000 persons in recorded employment had reached its highest point at October 1, 1944, when the proportion reported in the eight industries was 261, and in the nine major industrial divisions, 271 per 1,000.

Increases in the number of men and of women on the payrolls of the larger establishments as compared with a month earlier were indicated in manufacturing, construction, trade and finance. On the other hand, there were losses in employment for male workers in logging, mining, communications, transportation and laundries and dry-cleaning establishments. Among women, activity also declined in communications and in laundries and dry-cleaning plants.

As compared with September 1, 1946, the number of men employed by leading employers in the eight main industries rose by approximately 11.7 per cent, while the increase in the nine major groups amounted to some 11.4 per cent. In the same comparison, the number of women employed by the larger establishments gained by about 3.8 per cent in the case of the eight leading industrial divisions, and by approximately 4.1 per cent in the case of the nine main industries.

Operations of the National Employment Service

THE pressure of seasonal demands was reflected in a sharply increased placement rate during September. The scarcity of workers was the main factor limiting placement during the summer months; this was partially overcome in September by the temporary absorption of married women and retired workers. Immigration also offered an important source of labour. Group movements from displaced persons camps provided help for the logging industry and the service fields, while immigration from the United Kingdom eased the shortage of executive and professional personnel.

One out of every two applicants registered with the National Employment Service was

referred to a specific job during September. The stepped-up referral rate resulted in a further decline in the number of unplaced workers. Those remaining on file were reduced to the record low of 84,000 at mid-September. Since that time the release of seasonal workers had led to a gradual increase, the number unplaced totalling 96,000 at October 30.

At the peak of labour demand, September 11, unfilled vacancies exceeded unplaced applicants by 33,000. Since that date, the surplus of jobs had been constantly reduced, falling to 22,000 at the end of September and developing into a deficit of 3,000 by the end of October.

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH
(SOURCE: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
November, 1944.....	140,841	48,322	189,163	39,318	30,602	69,920
November, 1945.....	94,980	31,857	126,837	120,323	36,102	156,425
November, 1946.....	91,662	41,156	132,818	102,676	31,593	134,269
December, 1946.....	68,813	38,707	107,525	110,465	29,003	139,468
January, 1947.....	54,742	34,957	89,729	135,056	28,221	164,177
February, ".....	39,908	32,793	72,701	155,965	37,140	193,105
March, ".....	36,801	34,995	71,796	156,820	37,944	194,814
April, ".....	43,010	38,725	81,735	145,908	35,448	181,354
May, ".....	53,484	38,706	92,190	122,771	34,192	156,963
June, ".....	62,770	39,870	102,640	94,170	32,311	126,481
July, ".....	59,921	35,263	95,184	80,985	33,514	114,499
August, ".....	58,862	31,219	90,081	69,314	29,577	98,891
September, ".....	70,356	40,212	110,568	60,069	25,862	85,931
October, ".....	73,892	35,430	109,322	58,736	28,585	87,321
November ⁽¹⁾ ".....	65,185	27,754	92,939	64,650	31,021	95,671

(¹) Latest figures subject to revision.

Agriculture

No serious shortage of farm labour developed during the peak of fall activity. Demand which could not be met locally was eased by an extensive program of transfers undertaken by the National Employment Service. Approximately 2,200 Eastern workers were

transferred to the Prairie harvest fields during August and September. In the Maritime region, surplus workers in urban centres provided seasonal labour for agriculture; 1,500 persons were brought into the Annapolis Valley; 800 persons were recruited for potato

TABLE II.—UNFILED VACANCIES BY INDUSTRY AND BY SEX, AS AT OCTOBER 1, 1947

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from Sept. 1, 1947	
				Absolute	Per- centage
AGRICULTURE, FISHING.....	2,534	318	2,852	- 116	- 3.9
Logging					
Pulpwood.....	15,588	5	15,593	+3,899	+ 33.3
Lumber.....	2,904	3	2,907	+ 262	+ 11.2
Other logging.....	128	.....	128	+ 3	+ 2.4
Total.....	18,620	8	18,628	+4,194	+ 29.1
MINING					
Coal.....	845	.....	845	+ 209	+ 32.9
Metallic ores					
Iron.....	27	.....	27	- 7	- 20.6
Gold.....	1,795	10	1,805	- 49	- 2.7
Nickel.....	440	.....	440	+ 9	+ 2.1
Copper.....	317	4	321	+ 51	+ 18.9
Other metallic ores.....	107	.....	107	- 5	- 4.5
Non-metallic minerals.....	457	4	461	- 192	- 29.4
Prospecting and oil producing.....	64	3	67	+ 14	+ 26.4
Total.....	4,052	21	4,073	+ 30	+ 0.7
MANUFACTURING					
Food and kindred products.....	2,011	3,243	5,254	-4,511	-46.2
Textiles, apparel, etc.....	2,251	9,408	11,659	+ 153	+ 1.4
Lumber and finished lumber products.....	2,892	329	3,221	- 131	- 3.9
Pulp and paper products and printing.....	1,284	1,074	2,358	+ 156	+ 7.1
Chemicals and allied products.....	518	310	828	- 56	-17.9
Products of petroleum and coal.....	152	37	189	- 66	-25.9
Rubber products.....	216	313	529	- 104	-16.3
Leather and products.....	420	758	1,178	- 83	- 6.6
Stone, clay and glass products.....	711	110	821	- 195	-19.2
Iron and steel and products.....	1,819	166	1,985	- 195	- 9.0
Non-ferrous metals.....	1,424	188	1,612	+ 268	+19.9
Machinery.....	1,759	439	2,198	- 68	- 3.0
Transportation equipment.....	1,215	46	1,261	- 294	-18.9
Miscellaneous.....	463	481	944	+ 32	+ 3.5
Total.....	17,135	16,907	34,042	-5,213	-13.3
CONSTRUCTION.....	14,938	54	14,992	+1,708	+12.9
TRANSPORTATION.....	3,026	102	3,128	+ 86	+ 2.8
COMMUNICATION AND OTHER PUBLIC UTILITIES.....	1,269	173	1,442	+ 435	+43.2
TRADE					
Wholesale.....	1,834	619	2,453	- 179	- 6.8
Retail.....	3,421	3,801	7,222	+ 19	+ 0.3
Total.....	5,255	4,420	9,675	- 160	- 1.6
FINANCE, INSURANCE, REAL ESTATE.....	1,211	883	2,094	- 35	- 1.7
SERVICE					
Public.....	1,705	827	2,532	- 45	- 1.8
Domestic.....	200	3,836	4,036	+ 530	+15.1
Personal.....	1,372	4,764	6,136	-2,291	-27.2
Custom and repair.....	1,328	182	1,510	- 124	- 7.6
Other service.....	1,453	2,986	4,439	+ 101	+ 2.3
Total.....	6,058	12,595	18,653	-1,829	- 8.9
All Industries.....	74,098	35,481	109,579	- 900	- 0.8

picking in Prince Edward Island and the same number were dispatched to potato fields in New Brunswick.

In addition to transfers within Canada, there was a substantial movement of workers to the United States. Approximately 6,900 were recruited in Quebec and New Brunswick for harvesting operations in the New England states. In the mid-west sections, 700 Manitoba workers were temporarily transferred to North Dakota and approximately 200 to the Montana sugar beet fields.

Non-agricultural Industry

Vacancies Notified—The demand for workers was strong during September since the high point in employment is usually reached around the beginning of October. The intensity of demand developed largely in the seasonally active agriculture, construction, and transportation industries; pressure was also added by a heavy recruiting program in logging. Employment in trade was stimulated by the opening of schools which created a sizable demand for temporary help. In the service industry, the influx of orders for immigrant help strengthened the already heavy demand for this type of worker.

Considerable spoilage among field crops lessened labour needs in food processing. As a

The pressure of seasonal labour demand, especially in the southern districts of Ontario, was somewhat lessened by inclement weather and early frosts.

Placements into agriculture reached their yearly high during September when 1,480 were effected per week as against 1,186 in the August weekly period. At the end of September, 2,852 vacancies (including those reported in fishing and trapping) remained unfilled.

result, the severe labour shortage which appeared imminent did not materialize.

By endeavouring to start logging operations earlier in the season than usual, woods employers placed a considerable strain on manpower resources during September. The overall outlook for logging employment in the 1947-48 season, however, appeared to be satisfactory. Many farmers in the poor-crop areas were expected to enter woods employment in order to supplement their reduced farm income. In addition, immigration was greatly increasing the work force. At the end of October, 3,000 of the proposed 4,500 displaced persons to be brought over for woods work had arrived in Canada.

TABLE III.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATIONS AND BY SEX, AS AT OCTOBER 1, 1947
(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,374	460	1,834	3,317	777	4,094
Clerical Workers.....	2,003	3,452	5,455	5,419	11,024	16,443
Sales Workers.....	2,209	2,014	4,223	2,882	4,182	7,064
Personal and Domestic Service Workers.....	2,017	10,294	12,311	7,546	4,501	12,047
Seamen.....	130	7	137	840	2	842
Agriculture and Fishing.....	2,496	140	2,636	850	29	859
Skilled and Semiskilled Workers.....	35,269	8,050	43,319	17,857	3,525	21,382
Food and kindred products.....	326	131	457	385	171	556
Textiles, clothing, etc.....	922	6,480	7,402	295	1,685	1,980
Lumber and wood products.....	18,714	29	18,743	683	34	717
Pulp, paper and printing.....	282	182	464	194	125	319
Leather and products.....	181	350	531	612	330	942
Stone, clay and glass products.....	67	4	71	46	20	66
Metalworking.....	2,297	43	2,340	3,248	172	3,420
Electrical.....	346	23	369	447	59	506
Transportation equipment, n.e.c.....	69	3	72	256	103	359
Mining.....	1,416	.....	1,416	433	.....	433
Construction.....	5,383	.....	5,383	2,415	2	2,417
Transportation (except seamen).....	1,019	7	1,026	3,506	26	3,532
Communication and public utility.....	112	.....	112	92	1	93
Trade and service.....	544	499	1,043	490	307	797
Other skilled and semiskilled.....	2,917	208	3,125	3,161	367	3,528
Foremen.....	113	11	124	373	61	434
Apprentices.....	561	80	641	1,221	62	1,283
Unskilled Workers.....	28,394	11,013	39,407	20,045	4,545	24,590
Food and Tobacco.....	1,271	3,017	4,288	415	587	1,002
Lumber and lumber products.....	1,643	127	1,770	541	129	670
Metalworking.....	2,411	291	2,702	650	120	770
Construction.....	9,853	2	9,855	2,289	3	2,292
Other unskilled workers.....	13,216	7,576	20,792	16,150	3,706	19,856
Total.....	73,892	35,430	109,322	58,736	28,585	87,321

The number of vacancies reported to the National Employment Service continued to increase during September but at a much slower rate than was evident during August. The September level was sustained largely by a heavy demand for loggers which offset the decline in manufacturing requirements. Average weekly vacancies in non-agricultural industry totalled 32,512 during September as against 31,794 one month before.

The number of jobs remaining on file (including agriculture) reached their peak at mid-September when 117,000 were reported. Since that date unfilled vacancies had steadily declined, falling to 110,000 at the end of September and 93,000 at October 30.

Applicants Registering—Accelerated seasonal activity drew additional workers into the labour force during September. Married women entered the labour market to aid in agriculture and in food processing plants. At the same time, part-time employment gave opportunities to students and retired persons. As seasonal activity slackened over the next few months, these workers would again appear in the labour market. However, their release was not expected to create an unemployment problem since many of the seasonal workers were not interested in obtaining permanent work.

The shifting of workers from summer to winter employment also increased registrations for work. Temporary workers in tourist resorts were returning to winter employment

in hotels, restaurants, and laundries. At the same time, logging employment was beginning to draw workers from construction and agriculture.

Immigration provided a steady inflow of workers. A total of 5,000 immigrants arrived in Canada during July, and the rate of entry was stepped up considerably during August and September. The group movement of displaced persons alone had brought in 3,421 persons by the end of October. The immigration under the auspices of Premier Drew of Ontario eased the labour shortage situation in urban centres while immigration under private sponsorship provided various types of key men for industry.

Unemployment, as reported by the Dominion Bureau of Statistics, had fallen to 73,000, or 1.4 per cent of the total labour force, at the mid-August date. It was generally felt that this represented the minimum to which unemployment could be reduced, since the figure included the physically handicapped, the elderly workers, the partially-qualified, and those temporarily out of work while changing jobs.

Approximately 31,000 persons registered for work during each week in September, indicating an increase of 18 per cent over average weekly registrations for August. Workers were quickly absorbed into employment during the early part of September, with the number unplaced falling to 84,000 at mid-September. As labour needs tapered off, how-

TABLE IV.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS AS REPORTED BY NATIONAL EMPLOYMENT SERVICE FOR THE MONTH OF SEPTEMBER, 1947

(SOURCE. Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture and fishing.....	2,201	2,616	1,480
Logging.....	4,051	620	347
Mining.....	745	549	391
Manufacturing.....	9,691	8,305	4,970
Food and kindred products.....	1,875	1,629	960
Textiles, apparel, etc.....	1,664	1,054	619
Lumber and finished lumber products.....	1,034	903	565
Pulp and paper products and printing.....	925	589	398
Chemicals and allied products.....	313	309	158
Products of petroleum and coal.....	76	95	58
Rubber products.....	115	98	49
Leather and products.....	217	156	94
Stone, clay and glass products.....	288	288	165
Iron and steel products.....	766	797	435
Non-ferrous metals.....	580	519	351
Machinery.....	945	974	547
Transportation equipment.....	638	648	439
Miscellaneous.....	255	246	132
Construction.....	5,118	3,754	2,666
Transportation.....	1,540	1,305	849
Communication and other public utilities.....	404	217	133
Trade.....	3,865	4,000	2,035
Finance, insurance, real estate.....	455	503	214
Public and professional service.....	1,772	1,502	892
Other service.....	4,871	4,126	2,701
All industries.....	34,713	27,497	16,678

ever, the number unplaced began to accumulate. By the end of September, the number on file had risen to 87,000 and by October 30 totalled 96,000.

Referrals—The urgency of seasonal demand greatly speeded up referral activity during September. Openings, being largely in the unskilled field, were easily matched to available labour which had been narrowed down, for the most part, to that class of worker. Non-agricultural referrals rose by 11 per cent during September to average 24,881 per week. All main industry groups shared in the upswing, the most pronounced increases occurring in logging, followed by substantial rises in trade and transportation.

Referral activity, in relation to the supply of workers, indicated a substantial improvement over that reported in August. Whereas in August 44 per cent of available applicants (those on file at the beginning together with those registered during the period) were referred to vacancies, by September the percentage had risen to 52 per cent. The referral rate also indicated a marked increase in relation to vacancies available. During September, 46 per cent of available vacancies received referrals as against 42 per cent in August.

Placements—The entry of many "non-workers", i.e., married women, retired workers, etc., into the labour market during September stimulated placement activity considerably. Placements jumped in all main industry classifications with the exception of mining and construction. Non-agricultural placements averaged 15,198 per week, an eight per cent increase over the August level.

The current level fell short of that reported during September, 1946, however, when placements totalled 16,591 per week.

The flow of workers to the woods was well below the comparative level in 1946, with 347 entering each week as against 681 one year before. As agricultural activity subsided, however, the rate of entry was expected to increase rapidly. Food processing plants received approximately 1,000 workers per week; by

the end of the month demand had largely been satisfied. Inactivity in meat plants due to labour disputes prevented the normal influx of seasonal workers at this time of year; the recent settlement of the strike, however, should increase recruiting greatly during the early winter months.

The start of heavy grain shipments increased labour needs in the transportation industry. Placements rose by 16 per cent during September to average 849 per week.

The employment situation for women continued to be one of severe labour shortages. The acute scarcity of women power in the service industry was easing somewhat due to immigration; at the end of October, 400 displaced persons had arrived to take up employment in service establishments. In the more specialized fields, women for nursing, teaching and secretarial work were in constant demand while few suitable applicants were available.

The movement of Nova Scotia workers to Ontario industry slowed up considerably during September and October since the seasonally-active agricultural industries in the Maritimes were employing a large number of workers. By November 1, the number transferred under this program totalled 2,585 (2,299 men and 286 women).

The following table gives the placements effected by employment offices, each year, from January 1937, to date:—

Year	Placements		
	Regular	Casual	Totals
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946.....	785,593	73,819	859,412
1947 (39 weeks).....	520,736	74,143	594,879

Special Placements

The number of physically impaired workers seeking employment had fallen to 3,520 by the middle of September, as against 6,819 one year before. Opportunities for the physically handicapped have been greatly broadened owing partly to the prevailing scarcity of workers. Although many employers had accepted these workers only on a temporary basis, the favourable results obtained from their employ have led to a considerable number being given permanent jobs.

Placement of handicapped persons rose slightly during the period August 15 to September 13, totalling 1,202 in comparison to 1,078 in the previous period. Officers from the special placement section of the Employment Service, designed to deal with youth applicants, reported many youths were unwilling to accept jobs with low starting wages because of the high cost of living. Labour turnover of youthful workers was also a problem, especially in the labour shortage areas.

Executive and Professional Offices

Placements effected in the Executive and Professional field during September surpassed all records since the beginning of 1946. The current rise reflected the absorption of immigrants from the United Kingdom, the great proportion of whom have settled in Ontario and British Columbia. Seasonal influences also tended to stimulate placements during September. The re-opening of schools increased the hiring of teachers and instructors, while the demand for accountants was growing as the year-end closing of books approached.

Placements averaged 75 per week during September as against 51 and 44 one month

and one year before respectively. The accelerated placement rate led to a considerable reduction in the number of vacancies remaining on file. At the end of September 1,569 positions continued unfilled in contrast to 1,700 one month before.

The number reporting for work at Executive and Professional offices increased markedly during September, weekly registrations jumping from 190 to 303. Reflecting this, unplaced applicants rose to 2,197 at October 2, an increase of 198 over the number on file five weeks before.

Veterans

Applications.—The number of veterans entering employment offices increased considerably during September. The rise took place largely in the older age groups, veterans of World War I as well as dual service discharges. This problem of discrimination against the older worker has been dealt with in some detail in the September issue of the *LABOUR GAZETTE*.

An average of 6,361 persons registered each week in September, in comparison with 6,057 during the August period.

Placements.—Despite the increased registration of job-seekers, placements declined slightly during September. In part this reflected the greater number of ex-service personnel getting jobs "on their own" rather than through the employment offices. Placements of ex-servicemen averaged 3,417 per week as against 3,536 in August.

The selective placement of physically handicapped veterans by the National Employment Service has been an important contribution to the successful rehabilitation of ex-service personnel. During the period August 15 to September 13, 579 veterans received jobs, of whom 179 were placed by the Casualty Rehabilitation Officer of the Department of Veterans Affairs.

Unplaced Applicants.—The high level of seasonal activity resulted in a further scaling down in the number of unplaced ex-servicemen. At September 25, the number of unplaced veterans stood at 21,548 representing a drop of 874 and 24,599 from that reported one month and one year before respectively.

The number of applications registered for more than two weeks continued to fall off; at September 25, the number registered totalled 13,773, or 64 per cent of the total unplaced.

Regional Analysis

The following regional analysis is based on reports received from National Employment Service offices throughout the country. The report covers the month of September, 1947.

Maritime Region

The harvesting of potato and apple crops was underway, a satisfactory labour supply having been obtained through transferring workers within the region. There was marked improvement in activity at coal mines and metal working plants.

Agriculture.—An average grain crop had been harvested in Nova Scotia and New Brunswick while Prince Edward Island reported an excellent year for all grains.

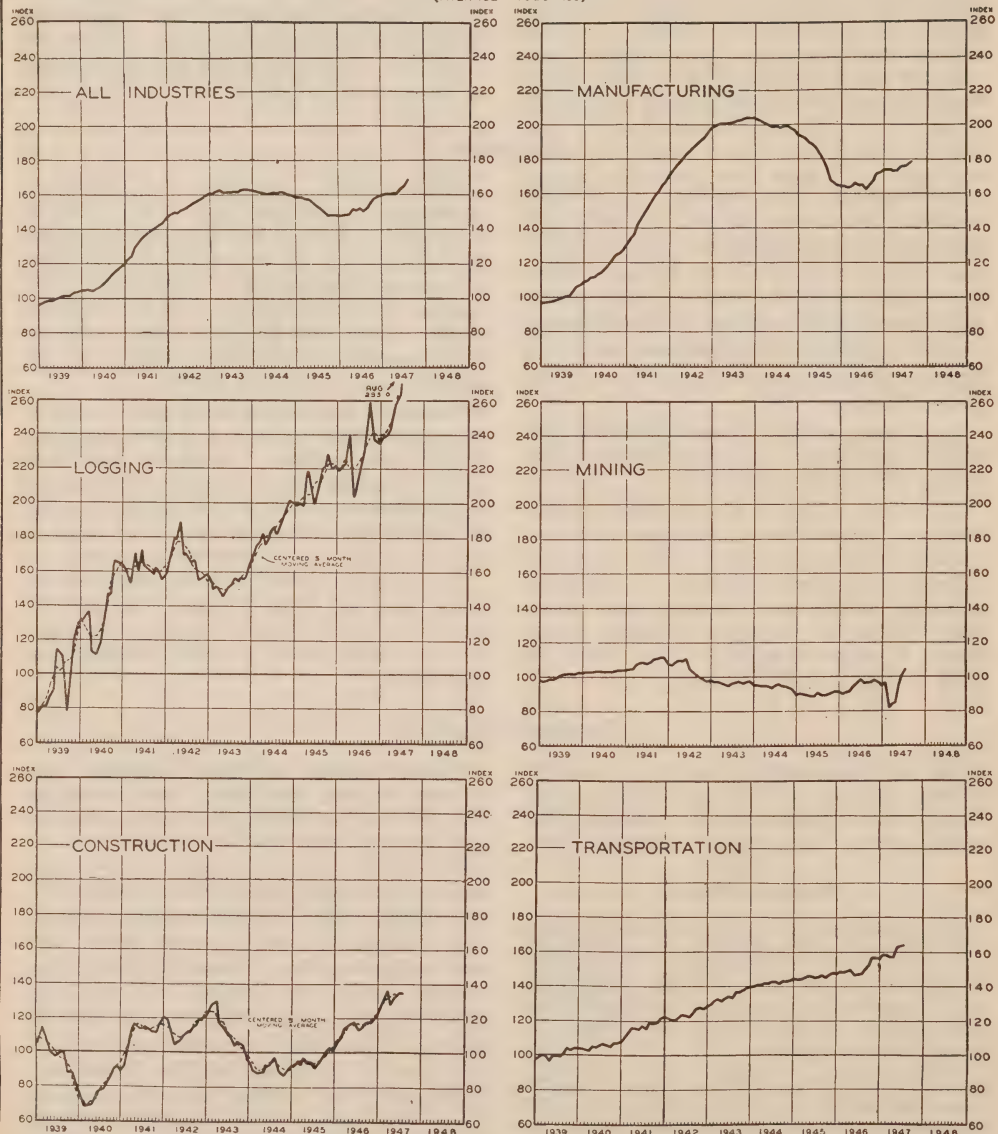
Potato picking in New Brunswick had reached its peak and there were indications that the yield would surpass that of last year. Five hundred men had been moved into the potato fields from other parts of the region and still more help was needed. However, it was thought that the needs would be met by pickers being released in areas where work had been completed. Prince Edward Island potato harvest was getting underway, the peak expected about the second week in October. Plans had been made to bring in a train load of workers from Cape Breton area to augment the existing supply of labour. About 500 workers were dispatched for harvest work in the state of Maine.

Up until the end of September, all demands for fruit pickers in the Annapolis Valley had been met and it was expected that future requirements could be supplied from within the province. However, a shortage of warehouse workers may develop later.

Logging.—Total Maritime lumber cut for 1946-47 was estimated at 800,000,000 board feet, about 40 per cent going to domestic markets, 30 per cent to the United Kingdom and the balance to the United States and other countries.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES SEASONALLY ADJUSTED FROM 1939 TO 1947

(AVERAGE - 1939 = 100)



Pulp operations had also been extensive this year. Standing orders for over 1,000 woodsmen have been on file since early summer.

Mining.—As operations gained momentum output was increased. However, the temporary shortage of coal cars and experienced miners had to a degree limited production.

A new hard rock tunnelling project, expected to prolong the life of No. 18 Colliery by approximately 25 years, had been decided upon by the Dominion Coal Co.; work on the project was to start as soon as the machinery arrived. This will give employment to about 50 additional men. The change from the present system to mechanized mining was further advanced by the acceptance, by a referendum vote of the miners, of a new schedule of rates covering various operations.

The continuing dry weather during the last two months had been a great asset to the peat industry and a heavy cut had resulted. By the end of the month operations were mostly confined to drying, storing and shipping.

The gypsum plant was working at capacity with a good supply of labour and materials available.

Manufacturing.—Material shortages in heavy industry which had been bottlenecks in the past, seemed to be easing. Labour demands, except for a few highly skilled workers, were being filled.

The Sydney Steel Plant announced that they were expanding their present plant and would require an additional 200 men. The Eastern Car Co., New Glasgow, had started work on the 1,700 box cars for the C.N.R. which was expected to give steady employment to about 1,200 men for the coming year.

Demand for male help in light industry was slight but females were required at several points especially in the candy making industry.

The shut-down of the Mahone Bay Shipbuilding Co. had affected about 40 carpenters and labourers. However, it was expected that they would be readily placed in other jobs until new contracts were obtained by the company. The working force at the Halifax Shipyards was larger than usual but owing to the completion of contracts for Canadian Navy destroyers, a temporary lay-off was anticipated pending the approval of plans for three ships for the Argentine Government. Work on the Argentine order was expected to begin early in November.

Construction.—The extensive construction programs reported from all points created a demand for carpenters, bricklayers, plasterers and plumbers. A cement shortage had delayed many projects; some which were expected to

be completed this fall will be held up until next spring.

Favourable progress was made on the pulp mills and hydro plant in the Newcastle area while projects in the Saint John area were being hindered by a carpenters' strike. The pier on Prince Edward Island which had employed 125 men expected a 50 per cent cut-back in employment when operations were curtailed for the winter months.

Transportation.—The restriction of imports into the British West Indies was causing concern among Halifax shippers as it would reduce shipments through that port considerably and thus decrease the number of openings for stevedores during the winter. Grain and lumber shipments had slowed down.

Quebec Region

Reports indicated that the poor yield in the agriculture and fishing industries was forcing men to turn to other forms of work—especially woods operations.

Agriculture.—Harvesting was practically over, yields being far below those of normal years. A great number of farmers were engaged in fall ploughing while others were proceeding to jobs in the logging or construction industries.

The movement of about 5,700 workers to the United States for the harvesting of vegetables took place between September 17 to 25. The majority of these will have returned by the end of October.

Logging.—During September, the movement of men to the woods increased by 10,000, reflecting the early completion of fishing and agricultural programs. In spite of this and the uncertain factors in the exporting field, additional men were still needed. However, it was not expected that the number of men engaged in woods operations during the coming season would be greatly enlarged; most operators were specifying skilled workers which limited the number which would be eligible.

Fishing.—Fishing was almost completed. The reduced catches and the low prices being paid for cod had been given as the cause for the short season.

Mining.—Mines which were in the early stages of development were not seriously handicapped by the shortage of workers but producing mines were in a critical position due to the extremely limited supply and a high labour turnover. Operators were anxiously awaiting assistance through immigration.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
AUGUST 29 TO OCTOBER 2, 1947

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	1,011	764	619	434	361	42	620
Charlottetown.....	611	329	472	328	251	42	436
Summerside.....	400	345	147	106	110	.....	184
Nova Scotia	3,821	1,502	6,624	4,536	2,205	250	9,294
Amherst.....	57	2	164	60	41	.....	348
Bridgewater.....	33	23	137	57	26	.....	174
Dartmouth.....	152	122	374	144	90	6	471
Glace Bay.....	100	2	345	231	92	.....	872
Halifax.....	1,226	602	1,940	1,232	581	71	2,544
Inverness.....	55	.....	163	71	65	.....	182
Kentville.....	834	475	360	361	296	2	319
Liverpool.....	15	8	178	28	8	.....	207
New Glasgow.....	503	41	835	699	407	51	1,047
New Waterford.....	43	.....	228	128	43	.....	430
North Sydney.....	55	10	177	114	47	7	193
Pictou.....	43	9	121	70	29	.....	170
Springhill.....	13	1	62	16	8	.....	207
Sydney.....	368	28	845	726	265	113	1,136
Sydney Mines.....	62	3	112	159	62	.....	341
Truro.....	250	150	321	290	138	.....	177
Yarmouth-Sheburne.....	12	26	262	150	7	.....	476
New Brunswick	5,404	3,673	5,243	3,914	2,267	203	3,409
Bathurst.....	261	253	111	63	27	.....	171
Campbellton.....	307	141	360	322	152	34	183
Edmundston.....	674	635	704	553	35	.....	52
Fredericton.....	804	754	249	227	154	.....	103
Minto.....	113	70	143	151	117	11	26
Moncton.....	1,294	883	1,493	950	612	48	1,036
Newcastle.....	109	31	116	71	10	.....	170
Saint John.....	997	511	1,603	1,170	595	102	1,522
St. Stephen.....	45	155	97	77	16	.....	1,762
Sussex.....	75	61	73	29	19	3	48
Woodstock.....	725	179	294	301	530	.....	22
Quebec	46,381	32,630	38,025	33,059	16,309	1,632	22,332
Asbestos.....	164	242	169	171	138	.....	51
Beauharnois.....	194	66	220	162	121	.....	175
Buckingham.....	108	50	95	70	46	.....	60
Causapscal.....	118	133	118	94	5	.....	62
Chandler.....	91	131	102	62	1	.....	123
Chicoutimi.....	1,841	1,396	317	257	582	1	195
Coaticook.....	70	88	32	33	14	.....	30
Dolbeau.....	50	69	42	25	6	.....	52
Drummondville.....	358	166	554	320	233	.....	346
East Angus.....	89	19	239	123	103	.....	69
Farnham.....	112	133	42	23	27	.....	34
Granby.....	343	313	241	213	149	.....	103
Hull.....	1,040	739	907	526	233	8	1,126
Joliette.....	293	299	269	256	135	.....	237
Jonquiere.....	159	109	187	95	83	.....	167
Lachute.....	244	129	188	225	132	.....	144
La Malbaie.....	106	87	76	14	8	.....	94
La Tuque.....	310	242	107	62	57	.....	71
Levis.....	593	257	844	407	313	.....	518
Louiseville.....	28	46	447	29	27	.....	191
Magog.....	185	153	116	150	79	.....	74
Matane.....	780	902	85	54	60	.....	42
Megantic.....	172	87	577	516	106	.....	28
Mount Laurier.....	70	98	45	33	23	.....	33
Montmagny.....	202	234	767	588	32	.....	87
Montreal.....	21,261	15,566	16,144	15,281	8,405	843	8,458
Plessisville.....	47	34	61	47	23	1	31
Port Alfred.....	458	335	83	56	25	28	33
Quebec.....	2,938	1,697	4,459	4,334	1,645	4	4,098
Richmond.....	35	54	64	37	31	1	31
Rimouski.....	2,237	2,705	2,711	113	38	.....	138
Riviere du Loup.....	97	434	672	2,624	18	.....	143
Rouyn.....	943	650	501	351	81	.....	161
Ste. Agathe.....	318	206	126	120	81	.....	29
Ste. Anne de Bellevue.....	59	49	83	53	40	.....	69
Ste. Therese.....	313	187	253	222	264	.....	77
St. Georges de Beauce.....	928	192	804	767	57	702	75
St. Hyacinthe.....	279	300	409	212	137	1	386
St. Jean.....	550	463	808	462	311	.....	135
St. Jerome.....	302	106	393	314	175	.....	208
St. Joseph d'Alma.....	59	36	76	38	25	.....	77
Shawinigan Falls.....	349	56	649	392	257	.....	620
Sherbrooke.....	863	381	692	713	396	41	165

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
AUGUST 29 TO OCTOBER 2, 1947
(Source U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Sorel.....	365	112	387	324	245		298
Thetford Mines.....	185	120	298	286	94		240
Three Rivers.....	738	248	940	896	419	2	2,116
Val d'Or.....	4,556	2,179	210	152	122		87
Valleyfield.....	419	174	443	336	232		423
Victoriaville.....	382	158	313	281	255		122
Ontario.....	71,656	53,571	53,981	52,855	28,939	3,769	24,942
Arnprior.....	601	588	164	175	160		37
Barrie.....	325	104	319	324	228		95
Belleville.....	381	225	316	446	138		266
Brambridge.....	213	144	164	177	115		54
Brampton.....	161	175	53	49	39		34
Brantford.....	966	807	839	706	430	42	314
Carleton Place.....	183	116	255	180	117	20	105
Chatham.....	28	20	62	31	21		20
Cobourg.....	650	338	617	577	335	104	207
Collingwood.....	142	33	161	151	139	5	36
Cornwall.....	98	84	42	43	26		63
Dunnville.....	858	166	942	958	585	65	458
Fergus.....	93	45	117	115	95		23
Fort Erie.....	43	91	46	49	20		2
Fort Frances.....	170	28	202	166	163		113
Fort William.....	448	416	126	119	75	2	51
Galt.....	1,251	1,014	664	566	345		238
Gananoque.....	576	668	171	150	137		81
Goderich.....	41	12	45	33	17	14	27
Guelph.....	222	167	127	115	69	4	30
Hamilton.....	722	488	516	509	300		164
Hawkesbury.....	5,111	4,255	5,132	5,447	2,278		2,177
Ingersoll.....	119	57	102	102	43	371	105
Kapuskasing.....	81	93	55	58	72	2	11
Kenora.....	155	509	94	92	97		19
Kingston.....	522	508	106	84	72		84
Kirkland Lake.....	844	307	985	1,010	596	14	660
Kitchener-Waterloo.....	663	471	670	546	302	20	253
Leamington.....	1,160	1,249	615	740	403	24	155
Lindsay.....	176	50	227	251	171		92
Listowel.....	196	46	185	181	104		93
London.....	55	80	46	51	24		29
Midland.....	2,695	2,031	1,805	2,306	1,117	122	576
Napanee.....	165	43	156	169	109		43
Newmarket.....	79	38	69	90	46		44
New Toronto.....	116	204	96	75	34		70
Niagara Falls.....	1,016	704	938	818	636		290
North Bay.....	750	263	719	876	448	8	247
Orillia.....	531	242	572	570	412	46	90
Oshawa.....	223	141	323	230	120	13	197
Ottawa.....	1,442	709	1,419	1,483	856	11	1,241
Owen Sound.....	2,775	1,391	3,272	2,552	959	352	3,237
Parry Sound.....	375	242	245	295	133		118
Pembroke.....	74	28	89	55	52		39
Perth.....	587	610	401	344	211	2	121
Peterborough.....	220	82	277	198	161	4	60
Pictou.....	697	219	1,119	1,174	588		396
Port Arthur.....	112	26	62	97	55		17
Port Colborne.....	3,290	3,489	775	566	549		322
Port Hope.....	244	269	270	183	178	4	163
Prescott.....	120	135	82	95	53		20
Renfrew.....	49	29	54	41	18		44
St. Catharines.....	320	224	220	243	132	3	53
St. Thomas.....	1,618	766	1,332	1,411	770	76	702
Sarnia.....	580	274	325	312	166	5	131
Sault Ste. Marie.....	566	306	486	463	309	4	154
Simcoe.....	1,306	962	632	577	449		251
Sioux Lookout.....	573	436	371	357	260	1	89
Smith's Falls.....	Figures included with Winnipeg						
Stratford.....	149	74	120	139	70		105
Sturgeon Falls.....	392	222	332	381	141	82	110
Sudbury.....	202	53	207	185	159		56
Tillsonburg.....	1,896	2,095	1,303	1,177	1,165	65	619
Timmins.....	182	51	120	113	90		30
Toronto.....	1,930	1,688	1,108	954	725	35	508
Trenton.....	24,552	20,189	15,197	15,325	7,965	1,806	5,027
Walkerton.....	359	114	128	184	167		31
Wallaceburg.....	64	170	64	101	16		43
Welland.....	228	133	96	66	45		50
Weston.....	657	370	672	635	287	7	350
Windsor.....	463	326	379	340	166		103
Woodstock.....	2,521	399	3,668	3,271	1,328	432	3,024
	284	461	220	203	128		75

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
AUGUST 29 TO OCTOBER 2, 1947

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Manitoba	10,755	5,412	10,892	9,746	4,695	1,619	5,174
Brandon.....	1,042	568	771	755	524	.....	278
Dauphin.....	283	210	173	161	62	8	81
Flin Flon.....	113	70	155	110	59	3	76
Portage la Prairie.....	173	98	218	187	63	36	135
Selkirk.....	73	11	96	82	72	.....	24
The Pas.....	110	110	88	77	121	.....	49
Winnipeg.....	8,961	4,345	9,391	8,374	3,794	1,572	4,531
Saskatchewan	5,617	2,461	6,175	5,649	2,491	674	2,750
Estevan.....	214	147	112	109	102	.....	20
Moose Jaw.....	705	255	779	685	364	78	292
North Battleford.....	314	217	164	143	84	2	136
Prince Albert.....	541	261	767	699	311	20	438
Regina.....	1,704	524	1,960	2,075	763	398	492
Saskatoon.....	1,471	665	1,792	1,500	548	165	1,102
Swift Current.....	123	66	155	108	58	.....	109
Weyburn.....	335	140	218	200	185	4	52
Yorkton.....	210	186	228	130	76	7	109
Alberta	10,258	3,830	10,636	9,909	5,778	927	3,966
Black Diamond.....	21	3	8	3	3	.....	18
Blairmore.....	104	263	35	22	43	.....	32
Calgary.....	3,853	984	4,285	4,042	2,390	388	1,781
Drumheller.....	157	72	171	113	104	.....	51
Edmonton.....	4,297	1,338	5,061	4,813	2,459	519	1,669
Edson.....	318	219	92	74	106	.....	39
Lethbridge.....	1,058	510	557	519	469	16	180
Medicine Hat.....	191	243	283	187	77	4	171
Red Deer.....	259	198	144	136	127	.....	25
British Columbia	18,662	6,275	23,259	17,382	9,948	1,232	14,749
Chilliwack.....	156	35	211	191	154	2	84
Courtenay.....	262	210	113	67	42	.....	80
Cranbrook.....	221	187	107	107	78	.....	47
Dawson Creek.....	204	128	112	110	146	.....	29
Duncan.....	253	102	225	220	154	2	96
Kamloops.....	411	252	235	184	225	.....	142
Kelowna.....	269	39	174	211	138	12	35
Nanaimo.....	231	149	201	225	149	13	114
Nelson.....	220	182	105	94	77	1	69
New Westminster.....	822	271	1,444	792	413	28	1,466
North Vancouver.....	383	61	631	384	270	.....	585
Penticton.....	242	115	240	206	96	7	99
Port Alberni.....	330	83	326	277	167	.....	143
Prince George.....	957	322	889	948	856	7	47
Prince Rupert.....	281	21	279	359	343	.....	128
Princeton.....	136	81	113	114	90	.....	40
Trail.....	473	314	360	316	285	1	161
Vancouver.....	10,874	2,868	15,219	10,845	5,262	1,016	9,742
Vernon.....	306	121	233	172	128	.....	103
Victoria.....	1,409	555	1,775	1,412	748	143	1,454
Whitehorse.....	222	179	167	148	127	.....	55
Canada	173,565	110,028	155,454	137,484	73,043	10,348	87,236
Males.....	126,028	74,189	109,726	95,737	55,369	4,608	58,629
Females.....	47,537	35,839	45,728	41,747	17,674	5,740	28,607

Manufacturing.—Industrial activity remained high during the month. Heavy steel industries were forging ahead although somewhat hampered by material scarcities. Textile plants were busy but labour shortages persisted in most districts. Shoe manufacturing, on the other hand, was being curtailed due to decreased demand and a scarcity of some grades of leathers.

Newsprint production had increased.

It was announced that in the near future a new commercial alcohol plant would open

at Gatineau which would draw workers from the town and surrounding district. The newly-opened electric meter plant in Quebec was expected to give employment to approximately 300 women and 50 men when production gets underway.

The Montreal Locomotive and Canadian Car & Foundry were busy on C.P.R. contracts which would carry them well into 1948. Canadair had already reduced its staff and further reductions appeared imminent as contracts were completed.

Activity in shipbuilding yards was forging ahead in an endeavour to complete as much work as possible before freeze up. There was an acute shortage of pipe-fitters and electric welders. Canadian Vickers Ltd. was re-opening its welding school to train helpers.

Construction.—Residential building was somewhat retarded as the supply of material and trained workers, especially bricklayers and plasterers, was spotty. Large construction projects which offered longer terms of employment were drawing off the more constant flow of both labour and materials. These hindrances were more apparent in rural districts.

Road construction was at its peak as contractors were pressing ahead to have the jobs completed before the cold weather began.

Transportation.—There was some tapering off of harbour activity in the Montreal area due to the lack of grain cargoes for overseas. Lake and coastal shipping continued busy.

Air travel was increasing, a new service between Montreal and Shannon, Ireland, being inaugurated in September.

Ontario Region

A continually increasing labour shortage had become a primary obstacle of many industries in the Province. Seasonal labour in particular was in short supply.

Agriculture.—Harvesting operations had made good progress until September 22, when a widespread frost damaged many crops, especially tomatoes and burley tobacco. The demand for labour in the special crop areas such as peach, apple and grape districts, was heavy.

It was felt that the inferior hay and grain crops, the frost damaged fodder corn, and the marked cost increase in concentrated feeds would have an adverse effect on the livestock industry.

A number of British and Dutch immigrants had been satisfactorily placed.

Logging.—There was a decided decrease in the number of orders for bushmen and no demand for unskilled workers. However, statistics showed that there were 60 per cent more men engaged in pulp cutting than in the month of September last year.

Many families had moved to the woods for the season thereby providing much needed stability in woods labour. The influx of workers from the poor-crop areas of Quebec and displaced persons from Europe had aided greatly in filling immediate needs.

Mining.—Despite the loss of student labour and the usual turnover, the labour force in base metal mines was increasing. The combined drive for workers by National Employment Service officers and the International Nickel Co. through circulating orders, advertising and provision of fares, had resulted in approximately 400 placements during the month.

On the other hand, the situation in gold mining camps was becoming serious. Single experienced miners were leaving in large numbers for more lucrative employment.

Production schedules were seriously threatened by the acute shortage of workers and there was fear that present mining sites may develop into ghost towns.

Manufacturing.—While materials appeared to be in better supply, some bottlenecks were still apparent. There was evidence of heavy migration from outdoor activities to indoor work although the movement was restricted by the lack of housing in industrial towns.

Steel and iron centres reported continued shortages of foundry workers, buffers and polishers, and trained toolmakers. Machine tool operators and workers in agricultural implement and aluminum plants were in light demand.

The manufacture of building materials had been severely handicapped by the scarcity of workers, brick plants in particular found it difficult to maintain adequate work crews.

There were few labour shortages in news-print mills but turnover was heavy among mill yard workers. Paper mills generally had an adequate staff.

Tannery operators feared that the prevailing strike of meat packers would be reflected in the flow of hides and which in turn would affect shoe and fancy leather goods factories. The call for help at textile mills was unabated and plants were curtailing operations due to labour scarcities.

Packing houses, not affected by the current labour dispute, were operating under a heavier burden and needed additional help. The frost had virtually halted operations in many canning plants which had placed substantial orders for temporary help for the processing of the tomato crop.

Construction.—Work on industrial and residential projects was being pushed forward so as to have projects housed in before the end of the fine weather. Skilled tradesmen continued to be in short supply with an increasing demand for labourers. Many

offices reported a shortage of materials which was retarding progress.

The number and size of new contracts for municipal and industrial developments indicated a heavy building program for the 1948 season.

Transportation.—As passenger service on the Great Lakes had been discontinued for this year, there was only a slight demand for unlicensed personnel on freighters.

Prairie Region

The situation in the Prairie Region had been one of mass labour movements, inter-

provincial and across-the-border. Many industries reported that a number of workers were absent for a month or more during the harvesting period.

Agriculture.—Manitoba passed over the peak of labour demand the first week of the month and Saskatchewan by the close of the period. During that time harvesting operations in the former had been completed and the workers thus released were being moved to harvest fields farther west.

The sugar beet harvest had begun in Manitoba and sufficient labour was available as Polish veterans had returned from

VACANCIES AND PLACEMENTS OF NATIONAL

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	779	178	1	627	308	2	1,063	621	.....	3,636	1,633	703
Fishing, Hunting and Trapping	2	2	.....	2	1	.....	9	9	.....	3	.....	.....
Forestry and Logging.....	.....	.....	.....	252	181	.....	1,840	228	.....	16,937	459	.....
Mining:.....	.....	.....	.....	335	324	.....	170	122	3	2,422	748	.....
Metallic Ores and Prospecting.....	.....	.....	.....	15	12	.....	3	.....	3	1,529	491	.....
Coal.....	.....	.....	.....	301	298	.....	160	117	.....	23	18	.....
Oil, Gas Wells, Quarrying.....	.....	.....	.....	19	14	.....	7	5	.....	870	239	.....
Manufacturing	134	94	22	2,564	1,823	28	1,915	1,047	16	35,570	15,603	143
Food and Kindred Products.....	105	74	21	827	363	23	438	225	6	3,653	1,583	5
Textiles, apparel, etc.....	1	1	.....	256	148	2	96	55	.....	11,098	3,881	6
Lumber and Finished Lumber Products.....	11	7	.....	127	111	.....	587	351	2	3,119	1,574	29
Pulp, Paper Products and Printing.....	10	8	.....	70	50	.....	326	150	6	3,458	1,634	102
Chemical and Allied Products.....	2	.....	1	51	36	.....	97	45	.....	1,283	532	.....
Products of Petroleum and Coal.....	.....	.....	.....	1	.....	.....	2	1	.....	353	160	.....
Rubber Products.....	.....	.....	.....	5	2	.....	16	10	.....	1,266	466	.....
Leather and its Products.....	.....	.....	.....	43	35	.....	50	29	.....	1,055	474	.....
Stone, Clay and Glass Products.....	.....	.....	.....	279	270	3	189	106	1	1,918	1,003	.....
Iron and Steel and their Products.....	4	4	.....	23	23	.....	5	3	.....	2,758	1,477	.....
Non-ferrous Metal Products.....	.....	.....	.....	15	26	.....	13	9	.....	1,909	1,018	1
Machinery.....	.....	.....	.....	864	757	.....	77	51	1	2,347	1,213	.....
Transportation Equipment.....	.....	.....	.....	3	2	.....	18	10	.....	748	370	.....
Miscellaneous.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Construction	348	210	20	1,837	1,424	25	2,568	1,632	34	17,470	8,971	9
Public Utilities Operation	39	30	1	442	309	31	655	443	20	4,493	2,198	1
Heat, Light and Power.....	9	9	.....	28	15	.....	49	39	.....	452	192	.....
Transportation and Storage.....	22	16	.....	334	228	30	568	382	20	3,790	1,894	1
Communications.....	8	5	1	80	66	1	38	22	.....	251	112	.....
Trade	185	130	14	1,669	887	72	1,525	633	94	7,028	3,229	16
Finance and Insurance	27	15	1	149	82	2	88	43	3	883	506	.....
Services	469	282	68	2,734	1,249	465	2,148	802	390	15,989	6,162	2,094
Professional and Public.....	113	78	19	757	451	20	656	349	30	3,006	1,513	3
Recreational.....	32	6	15	94	36	30	97	31	14	627	254	20
Business.....	4	1	2	35	18	1	43	9	3	363	151	4
Domestic.....	141	64	30	731	101	402	596	51	316	4,747	927	1,981
Personal other than Domestic.....	26	20	.....	134	92	1	99	51	2	1,000	402	.....
Hotels and Restaurants.....	140	100	1	813	448	7	484	242	16	4,545	2,247	2
All Others.....	13	13	1	170	103	4	173	69	9	1,701	668	84
Totals	1,983	941	127	10,641	6,588	625	11,981	5,580	560	104,431	39,509	2,966
Males	1,487	605	96	7,181	4,920	324	9,480	4,636	248	79,767	31,285	722
Females	496	336	31	3,460	1,668	301	2,501	944	312	24,664	8,224	2,244

temporary employment in the grain fields. The advent of snow and rain had retarded work in Alberta but it was gaining momentum by the end of the period.

Arrangements were made for the movement of approximately 1,000 Manitoba potato pickers to North Dakota, while preliminary arrangements were under consideration for a similar movement of beet workers to the Milk River irrigation district in Montana and from Saskatchewan to North Dakota.

Very few requests for winter help had been received.

Logging.—It was estimated that a working force of 15,000 men would be required for

logging operations in the Lakehead region and authorities were expecting that no difficulty would be encountered in maintaining this force. The influx of workers from the Prairie provinces which numbered approximately 13,000 last year, was not expected to start for at least another month. The new wage agreement effective September 1 improving the wage rates would be an added inducement.

It was expected that the Saskatchewan cut would be greater than in the last two years due to the easing of provincial restrictions. Alberta reported that activity would not be on a large scale for at least another month.

EMPLOYMENT SERVICE OFFICES, JULY 4, 1947 TO OCTOBER 2, 1947

Ontario			Manitoba			* Saskatchewan			Alberta			Br. Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
6,019	3,596	430	3,716	2,805	91	2,799	1,567	7	3,791	3,073	3	1,331	1,077	27	23,761	14,858	1,264
9	1	.....	42	30	.....	1	1	.....	6	4	.....	32	21	.....	106	69	.....
13,269	1,203	9	658	55	.....	95	9	.....	495	133	.....	7,009	2,057	4	40,585	4,325	13
3,474	1,982	2	658	397	.....	95	20	.....	1,551	643	3	1,943	926	1	10,648	5,162	9
3,061	1,874	.....	610	361	.....	.....	2	.....	441	241	.....	1,409	821	.....	7,068	3,822	3
.....	.....	.....	1	1	.....	33	11	.....	880	286	3	217	21	.....	1,595	732	3
413	108	2	47	15	.....	62	7	.....	250	136	.....	317	84	1	1,985	608	3
66,755	27,127	857	5,750	2,499	542	1,449	824	114	3,815	2,258	108	12,077	6,845	264	130,029	58,120	2,094
15,923	5,110	122	1,702	823	116	856	500	53	2,001	1,234	39	2,971	1,494	42	28,476	11,406	427
10,156	2,778	66	1,209	334	44	39	13	21	141	97	2	263	151	26	23,264	7,458	167
4,608	1,915	164	670	257	209	131	70	8	780	410	16	4,139	2,304	21	14,172	6,999	449
4,951	2,075	68	557	301	23	49	29	2	164	101	16	847	355	4	10,432	4,703	221
1,916	945	44	171	98	20	63	38	.....	51	24	7	160	81	13	3,794	1,799	85
549	288	4	42	19	.....	58	49	1	27	19	.....	106	64	9	1,137	600	14
1,094	422	11	4	1	.....	.....	.....	.....	12	2	3	11	7	.....	1,728	652	15
1,493	458	3	87	32	17	3	1	.....	4	4	.....	67	42	1	2,941	1,015	21
1,634	835	55	209	61	35	100	58	9	344	198	10	286	165	17	3,921	1,855	126
6,674	3,110	112	386	212	4	8	1	1	81	43	4	534	359	30	10,073	5,108	155
3,236	1,744	19	138	57	42	75	22	19	40	30	.....	1,034	836	3	7,309	4,192	83
8,610	4,303	133	306	180	23	45	29	.....	103	62	10	278	187	12	11,280	5,814	179
3,616	2,224	28	115	57	7	4	2	.....	55	25	.....	1,307	766	86	8,385	5,095	122
2,095	920	28	154	67	1	18	12	.....	12	9	1	69	34	.....	3,117	1,424	30
25,889	12,870	319	2,992	1,618	64	2,421	1,292	75	4,107	2,527	112	7,169	4,629	98	64,801	35,173	756
9,485	4,146	184	1,951	993	165	1,246	568	31	1,188	696	127	3,787	2,371	87	23,286	11,754	647
1,865	730	16	178	55	3	76	38	4	179	115	5	76	45	.....	2,912	1,238	28
7,163	3,260	165	1,684	896	162	1,093	496	27	937	541	122	3,514	2,231	76	19,105	9,944	603
457	156	3	89	42	.....	77	34	.....	72	40	.....	197	95	11	1,269	572	16
20,473	8,232	1,076	4,706	2,063	851	2,975	1,315	449	3,238	1,679	447	5,728	3,297	343	47,527	21,465	3,362
2,964	1,109	26	470	273	24	196	92	6	271	161	9	667	330	13	5,715	2,611	84
35,970	12,462	5,441	7,249	1,938	2,649	5,007	1,617	1,461	7,976	2,877	2,292	11,258	4,204	2,203	88,800	31,593	17,063
9,620	4,044	232	1,996	753	306	1,264	613	53	1,645	979	63	3,163	1,893	42	22,220	10,673	768
1,877	608	72	322	104	39	329	49	259	292	115	163	231	87	28	3,401	1,290	645
921	412	16	111	55	.....	142	24	104	681	176	452	107	53	5	2,407	899	587
9,094	1,104	4,730	2,575	195	2,088	1,182	155	708	2,511	265	1,517	3,129	261	2,039	24,706	3,123	13,811
2,180	772	23	408	139	16	179	95	13	371	177	7	575	277	.....	4,972	2,025	62
9,205	4,165	113	1,318	468	164	1,055	481	15	1,833	864	20	3,179	1,199	14	22,572	10,214	352
3,573	1,357	255	519	224	36	856	200	309	643	301	65	874	434	75	8,522	3,369	838
184,307	72,728	8,344	28,192	12,671	4,386	16,284	7,305	2,143	26,438	14,051	3,101	51,001	25,757	3,040	435,258	185,130	25,292
125,868	54,223	4,116	17,938	9,167	1,739	11,371	5,458	1,191	18,315	10,569	1,643	37,110	19,449	1,196	308,517	140,312	11,275
58,439	18,505	4,228	10,254	3,504	2,647	4,913	1,847	952	8,123	3,482	1,458	13,891	6,308	1,844	126,741	44,818	14,017

Fishing.—The fall fishing in Lake Winnipeg was in progress, approximately 1,000 persons being engaged in the industry. In the Fort Francis area fishermen continued to get excellent catches, and prices had remained steady.

Mining.—The response to mining needs was slow but it was thought that it would pick up once harvesting operations were completed. Demand in base metal mining at Flin Flon and the strike-bound Sherritt-Gordon mines was quiet but Steep Rock Iron mines reported increased activity and a shortage of labourers.

Gold mines in the Geraldton-Beardmore area were seeking 70 experienced miners and 100 mine beginners—the latter group being recruited in the Maritimes.

Coal mines in the Edmonton district were in full production, the most apparent hindrance being the shortage of rail cars. At other mines reports pointed out that a general scarcity of workers prevailed—the lack of suitable living accommodation being the foremost hindrance in securing a complete working force.

Manufacturing.—Saw and planer mills in the Lakehead area were very active, working full time with adequate staffs. In the Edmonton district many of the mills were closed for the annual overhauling and repairs while employees were engaged in harvesting operations.

Meat packing was practically at a stand still due to the current strike. Packers were expecting a heavy run of stock once the plants re-open. Vegetable canning plants had completed their season's operations and shut downs were expected in the near future.

Activity in grain handling at the Lakehead elevators was high. It was not anticipated that there would be any difficulty in supplying help.

Manufacturers of construction materials such as brick, cinderblock and wallboard, were working at peak capacity to supply the pressing needs for these materials. Sash and door manufacturers were being seriously hindered by the acute shortage of glass.

Construction.—Despite the scarcity of certain building supplies, the construction of dwellings, particularly veterans' homes, was keeping well up to summer activity. Skilled tradesmen of all classifications were urgently needed.

Efforts to house in commercial and industrial units were being carried on at an accelerated pace and were keeping the requirements for semi-skilled workers at a

relatively high level for this time of year. There was a decrease in the number of permits being issued and it was expected that shortly many-workers would be released for other jobs.

Transportation.—The navigation season on Lake Winnipeg was expected to close about November 1—most of the cargo during the past month had been freight for the mines. Air travel from Yellowknife was being curtailed as fewer prospecting companies were operating.

Track maintenance men were in short supply at many points while boilermakers and machinists were required at C.P.R. shops in Calgary.

Pacific Region

This period had marked a gradual decline in employment opportunities coupled with an increase in the number of applicants. The situation was further aggravated by several industrial disputes.

Agriculture.—In the Southern Interior the fruit crop had reached its peak, several points indicating a tight labour situation. The transient labour force which had been expected to fill demands had not materialized. It was not likely, however, that there would be any loss of crops. Critical labour shortages had occurred in the tomato fields of the Kamloops and Lillooet areas due to the indifferent living accommodation being offered to workers.

Only minor demands had been registered on Vancouver Island where seasonal activity was subsiding.

Logging.—Throughout the region logging camps continued to expand their activities as far as the labour supply would permit. The shortage of key personnel still prevailed but there was a slackening off in demand for the lesser skills. This was due in some degree to the importation of about 400 men from the Maritimes.

The situation in the Prince George area, which was one of the most favourable points for employment needs, was unsettled due to the current meat packers strike. The B.C. Forestry Branch was having considerable difficulty in procuring snag fallers and bush labourers.

Fishing.—This season's salmon catch had been one of the largest in the last six years and fishermen were receiving a higher price for pinks and chums. Marketing arrangements had been concluded which assured disposal of the entire pack.

Herring fishing had been average, the halibut catch almost double that of last year, and pilchard fishing a virtual failure.

Mining.—The demand for certified coal miners continued, orders remaining unfilled due to the dearth of skilled workers. Canadian Collieries Ltd. on Vancouver Island expected to be in a better position to attract workers once their housing scheme was finished.

Base metal mining reported that labour turnover was depleting the existing supply of workers. Men from the Prairies and the closing of seasonal mines, prevented the situation from becoming critical.

After a successful year, the season for placer mining was drawing to a close. It was expected that miners thus released would move to lode mines where winter operations would be in progress.

Manufacturing.—Shipyards in the Vancouver area announced that work on new ships and repair jobs was plentiful. Only minor lay-offs occurred, due to non-arrival of materials from sub-contractors. On Vancouver Island about 75 steel workers had been laid off upon the completion of their contract but these would be readily absorbed at other points. Ship's joiners and carpenters were urgently needed.

Employment at the small wooden boat yards continued at a high level.

General engineering and repair establishments in New Westminster were suffering a recession in activity, many plants handicapped by shortages of materials and a decline in orders. Small lay-offs were prevalent and it was thought that staffs would be reduced to a minimum for the winter. In the Vancouver section of the steel industry and in furniture making, the prevailing strikes had paralyzed activity.

The canning and food processing plants, having passed the peak volume of work, were expected to close shortly. This would place several hundred workers in the labour market.

Textile plants presented a brighter picture with all types of materials in good supply. There was, however, a real shortage of tailors, needle workers and power machine operators.

Construction.—The demand for construction workers remained at a high level; a large proportion of the jobs, however, were in the rural areas. As many projects were reaching the final stage the greatest need was for finishing carpenters.

Dismantling work had started at the Canol refinery with sufficient local men available for the present. Work on the Elk Falls power project, which was urgently needed to supply power for a large pulp mill at Port Alberni, was being pushed forward.

At Victoria, construction values for the first eight months of 1947 were up \$1,000,000 over last year. No serious slump in employment was anticipated as contractors planned to operate throughout the winter.

There was great activity at Port Alberni as contracts had been let for 100 houses and work was in progress on a new city hall, fire house and court house. Arrangements had also been made to bring 200 duplex houses from Bremerton, U.S.A. in an attempt to relieve the local housing shortage.

Transportation.—Students, returning to school left many openings on ships which had been difficult to fill. Certified engineers and engine room hands were still scarce. However, there had been a noticeable reduction in labour turnover which had stabilized the industry.

Hours and Earnings, September, 1947

AVERAGE hourly earnings of hourly-rated wage-earners in manufacturing reached a new maximum at September 1, 1947, of 82.2 cents. At August 1 the figure was 81.3 cents, while at September 1, 1946, it was 70.6 cents, and at the same date in 1945 it was 69.2 cents.

Average weekly hours were relatively stable, being 42.3 at September 1, 1947, as compared with 42.5 the previous month, and 42.7 at September 1, 1946. At the corresponding date in 1945, however, the work-week had been approximately two hours longer, being 44.1.

The increase in earnings was accounted for partly by increases in wage rates in several

industries, but changes in the industrial distribution of the reported wage-earners and in their earnings also tended to raise the general average in manufacturing as a whole.

The wage-earners for whom statistics were available at September 1 were paid an average of \$34.77, as compared with \$34.55 in the week of August 1, \$30.15 at September 1, 1946 and \$30.52 at September 1, 1945. The increase in the average weekly wages of the hourly-rated wage-earners employed by the co-operating manufacturers at September 1 amounted to 15.3 per cent as compared with a year earlier, and to 13.9 per cent as compared with September 1, 1945.

Statistics of hours and earnings were compiled by the Dominion Bureau of Statistics on the basis of information received from 6,357 leading manufacturers, whose staffs rose from 780,978 in August to 782,464 at the date under review, or by 0.2 per cent. The aggregate hours worked in these plants were given as 33,131,520, being less by 0.1 per cent the total of 33,158,291 recorded for the week of August 1, while their weekly wages advanced from \$26,954,001 at that date, to \$27,232,393 in the week of September 1, or by one per cent.

Hours Worked.—There were small decreases on the whole in the working time reported in many categories of plants turning out durable and non-durable manufactured goods. The losses in lumber, paper products and clay, glass and stone works were most pronounced. On the other hand, higher aggregates of hours were reported in several industries, notably in pulp and paper, textile, beverage, tobacco, electrical apparatus and iron and steel factories. In some cases, the

changes were of a seasonal nature, while in certain instances, the losses were probably due, in the main, to holidays or absenteeism before the Labour Day week-end. Hourly-rated employees reported in factories turning out durable manufactured goods worked an average of 42.5 hours, as compared with 42.6 hours in the week of August 1, 1947, 42.6 hours in the week of September 1, 1946, and 44.2 hours in that of September 1, 1945. In the light manufactured goods division, the reported hours gave an average of 42.2 as compared with 42.3 at August 1, 1947. At September 1, of last year and the year before, the averages were 42.7 and 44 hours, respectively.

Hourly-Earnings.—In the heavy manufactured goods division, the co-operating firms reported an average of 88.7 cents for their wage-earners at the date under review, as compared with 87.7 cents at August 1, 1947, and 76.5 cents at September 1 in both 1946 and 1945. In the latter comparisons, the increases amounted to 15.9 per cent and 24.1

TABLE 1.—AVERAGE HOURS AND EARNINGS OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	c.	c.	c.
Nov. 1, 1944.....	46.3	47.0	45.3	70.3	77.7	60.1
Dec. 1.....	46.3	46.9	45.5	70.5	77.9	60.4
*Jan. 1, 1945.....	39.6	39.7	39.5	70.0	77.1	60.9
Feb. 1.....	45.4	46.0	44.7	70.1	77.8	60.3
Mar. 1.....	45.8	46.5	45.0	70.1	77.8	60.3
*Apr. 1.....	43.6	44.2	42.7	70.4	78.0	60.9
May 1.....	45.5	46.2	44.5	70.5	78.2	60.9
June 1.....	44.3	44.7	43.9	70.3	77.5	61.4
July 1.....	44.3	45.0	43.3	70.1	77.0	61.2
Aug. 1.....	44.3	44.7	43.7	69.5	76.9	60.7
Sept. 1.....	44.1	44.2	44.0	69.2	76.5	60.9
Oct. 1.....	44.7	45.0	44.5	67.8	75.4	60.4
Nov. 1.....	44.9	45.3	44.6	67.5	74.8	60.6
Dec. 1.....	44.8	44.9	44.6	67.0	74.0	60.6
Jan. 1, 1946.....	38.1	37.5	38.7	67.9	74.7	61.7
Feb. 1.....	44.1	44.4	43.8	68.1	75.2	61.3
Mar. 1.....	44.0	44.2	43.9	67.9	74.5	61.5
*Apr. 1.....	44.4	44.6	44.2	68.4	75.1	61.8
May 1.....	43.0	43.2	42.8	68.9	75.5	62.4
June 1.....	42.0	42.1	41.9	69.1	75.1	63.3
July 1.....	42.4	42.8	42.1	70.0	75.7	64.1
Aug. 1.....	43.0	43.2	42.8	70.0	75.8	64.4
Sept. 1.....	42.7	42.6	42.7	70.6	76.5	65.1
Oct. 1.....	42.0	42.8	42.9	71.4	77.8	65.7
Nov. 1.....	42.4	42.5	42.3	72.9	79.4	66.7
Dec. 1.....	43.2	43.2	43.2	74.5	81.8	67.6
*Jan. 1, 1947.....	38.1	38.0	38.1	76.3	83.3	69.4
Feb. 1.....	43.2	43.2	43.1	76.4	83.5	69.4
Mar. 1.....	43.4	43.6	43.2	77.1	84.2	69.9
Apr. 1.....	43.2	43.4	43.1	77.6	84.8	70.5
May 1.....	43.2	43.3	43.1	78.3	85.4	71.2
June 1.....	42.9	43.0	42.7	79.9	86.2	73.4
July 1.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1.....	42.3	42.5	42.2	82.2	88.7	75.6

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter holidays in the case of April 1, 1945, and May 1, 1946.

per cent, respectively. In this category, slight advances were again reported in several branches of the lumber, clay, glass and stone, electrical apparatus, iron and steel and non-ferrous metal industries.

In the production of non-durable manufactured goods, the hourly earnings averaged 75.6 cents, exceeding by four-fifths of a cent the August 1 mean, previously the maximum in the record of slightly less than three years; at September 1 in 1946 and 1945, the averages were 65.1 cents and 60.9 cents, respectively. In the 12 months, the rise amounted to 16.1 per cent and in the 24 months, to 24.1 per cent. In the comparison with the August 1 figures, increases were shown in a considerable number of groups, notably in animal and vegetable food, rubber, textiles, tobacco, petroleum and other classes. As compared with September 1 of last year, there were widespread advances.

In the durable manufactured goods division, the co-operating establishments paid a total of \$14,725,133 in weekly wages to their hourly-rated wage-earners; as compared with

the sum of \$14,566,385 which they had disbursed in the week of August 1, there was an increase of 1.1 per cent. Leading manufacturers in the non-durable goods division reported that they paid \$12,507,260 to their hourly-rated personnel. This sum was higher by one per cent than their August 1 aggregate of \$12,387,616.

Weekly Earnings.—The movements in the average earnings of salaried employees and wage-earners in the period commencing at November 1, 1944, and those in the weekly earnings of hourly-rated wage-earners are given in Table 2. The latter figures are obtained by multiplying the average hourly earnings in the week of observation by the average hours worked in the same week.

There was a rise of 19 cents over August 1 in the weekly salaries-and-wages figure in manufacturing as a whole at the first of September, as compared with that of 22 cents in the weekly wages paid to the hourly-rated staff of the same firms. In the durable manufactured goods industries, the reported weekly salaries-and-wages figure also advanced

TABLE 2.—AVERAGE WEEKLY SALARIES AND WAGES, AND AVERAGE WEEKLY WAGES OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	All Manufactures†		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages
Nov. 1, 1944.....	\$33.13	\$32.55	\$36.67	\$36.52	\$28.99	\$27.23
Dec. 1.....	33.29	32.64	36.83	36.54	29.23	27.48
*Jan. 1, 1945.....	30.11	27.72	32.77	30.61	27.05	24.06
Feb. 1.....	32.98	31.83	36.44	35.79	29.06	26.95
Mar. 1.....	33.50	32.11	37.04	36.18	29.46	27.14
*Apr. 1.....	32.48	30.69	35.78	34.48	28.73	26.07
May 1.....	33.51	32.08	36.98	36.08	29.58	27.10
June 1.....	32.81	31.14	35.76	34.64	29.48	26.95
July 1.....	32.91	31.05	36.02	34.65	29.33	26.50
Aug. 1.....	32.65	30.79	35.67	34.37	29.33	26.53
Sept. 1.....	32.51	30.52	35.58	33.81	29.60	26.80
Oct. 1.....	32.45	30.31	35.57	33.93	29.61	26.88
Nov. 1.....	32.55	30.31	35.60	33.88	29.84	27.03
Dec. 1.....	32.32	30.02	35.20	33.23	29.83	27.03
*Jan. 1, 1946.....	29.32	25.87	31.30	28.01	27.57	23.88
Feb. 1.....	32.39	30.03	35.25	33.39	29.09	26.85
Mar. 1.....	32.29	29.88	34.90	32.93	29.98	27.00
Apr. 1.....	32.69	30.37	35.34	33.49	30.30	27.32
*May 1.....	32.10	29.63	34.51	32.62	29.89	26.67
June 1.....	31.67	29.02	33.79	31.62	29.80	26.52
July 1.....	32.21	29.68	34.39	32.40	30.23	26.99
Aug. 1.....	32.53	30.10	34.62	32.75	30.68	27.56
Sept. 1.....	32.59	30.15	34.65	32.59	30.82	27.30
Oct. 1.....	33.06	30.63	35.43	33.30	31.08	28.19
Nov. 1.....	33.32	30.91	35.83	33.75	31.17	28.21
Dec. 1.....	34.43	32.18	37.15	35.34	32.07	29.20
*Jan. 1, 1947.....	32.23	29.07	34.40	31.65	30.29	26.44
Feb. 1.....	35.22	33.00	37.91	36.07	32.82	29.91
Mar. 1.....	35.69	33.46	38.48	36.71	33.17	30.20
Apr. 1.....	35.87	33.52	38.59	36.80	33.38	30.39
May 1.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1.....	36.52	34.28	38.91	37.07	34.32	31.11
July 1.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1.....	37.04	34.77	39.45	37.70	34.84	31.90

†Exclusive of electric light and power. *See footnote to Table 1.

TABLE 3.—AVERAGE HOURS AND EARNINGS BY INDUSTRY
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners ¹ Working Hours Shown in Col. 1
	Sept. 1 1947	Aug. 1 1947	Sept. 1 1946	Sept. 1 1947	Aug. 1 1947	Sept. 1 1946	Sept. 1 1947	Aug. 1 1947	Sept. 1 1946	
	(1) no.	(2) no.	(3) no.	(4) cts.	(5) cts.	(6) cts.	(7) 34.77	(8) 34.55	(9) 30.15	(10) no.
Manufacturing	42.3	42.5	42.7	82.2	81.3	70.6	34.77	34.55	30.15	782,464
* Durable-manufactured goods.....	42.5	42.6	42.6	88.7	87.7	76.5	37.70	37.36	32.59	390,369
Non-durable manufactured goods.....	42.2	42.3	42.7	75.6	74.8	65.1	31.90	31.64	27.80	392,095
Animal products—edible.....	42.6	42.8	42.7	75.0	74.3	66.1	31.95	31.80	28.22	26,768
Dairy products.....	47.6	48.0	47.1	67.4	66.2	61.9	32.08	31.78	29.15	6,723
Meat products.....	40.7	40.8	40.9	82.8	82.8	72.1	33.70	33.78	29.49	16,416
Leather products.....	40.2	40.4	41.9	64.4	63.9	57.2	25.89	25.82	23.97	22,373
Leather boots and shoes.....	40.2	40.5	42.2	60.5	59.9	54.5	24.32	24.26	23.00	13,899
* Lumber products.....	41.8	42.6	43.4	75.4	74.7	60.1	31.52	31.82	28.64	67,327
Rough and dressed lumber.....	41.5	42.7	43.5	78.9	78.2	68.8	32.74	33.39	29.93	39,444
Containers.....	41.3	42.2	43.3	72.7	71.4	63.2	30.03	30.13	27.37	8,246
Furniture.....	42.6	42.7	43.5	70.9	70.0	62.2	30.20	29.89	27.06	12,390
* Musical instruments.....	45.1	45.2	46.2	67.9	65.8	58.2	30.62	29.74	26.89	809
Plant products—edible.....	40.6	41.6	40.9	65.8	64.3	57.7	26.71	26.75	23.60	48,733
Flour and other milled products.....	44.5	44.4	45.4	81.1	79.9	66.8	36.05	35.48	30.33	6,913
Fruit and vegetable preserving.....	36.4	38.9	36.2	61.8	60.4	54.6	22.50	23.50	19.77	15,960
Bread and bakery products.....	42.4	42.9	43.3	62.6	61.7	56.9	26.54	26.47	24.74	12,730
Chocolate and cocoa products.....	40.3	40.9	42.6	57.5	56.5	52.1	23.17	23.11	22.19	5,466
Pulp and paper products.....	45.9	46.1	45.6	91.9	91.5	78.4	42.18	42.18	35.75	84,881
Pulp and paper.....	50.0	50.0	49.2	99.3	99.5	84.4	49.65	49.75	41.52	45,454
Paper products.....	42.0	42.6	42.7	71.8	70.7	60.0	30.16	30.12	25.02	16,351
Printing and publishing.....	40.6	41.0	41.0	88.6	88.1	78.4	35.97	36.12	32.14	23,076
Rubber products.....	41.8	42.0	43.9	91.1	90.0	69.4	38.08	37.80	30.47	19,818
Textile products.....	40.5	40.2	41.5	63.2	62.4	55.5	25.60	25.08	23.45	119,030
Thread, yarn and cloth.....	43.4	42.9	44.8	62.4	61.9	56.0	26.37	26.56	24.64	49,370
Cotton yarn and cloth.....	43.3	42.9	44.6	60.9	60.5	54.4	26.37	26.56	24.64	19,398
Woolen yarn and cloth.....	43.1	43.5	43.9	62.9	62.4	55.5	27.11	27.14	24.36	13,039
Silk and artificial silk goods.....	43.8	42.2	46.4	64.4	63.7	55.1	28.21	26.88	25.57	12,871
Hosiery and knit goods.....	39.7	39.7	41.2	58.8	58.1	52.8	23.34	23.07	21.75	20,537
Garments and personal furnishings.....	37.2	37.0	37.9	64.7	64.0	61.1	24.07	23.68	22.78	36,580
Tobacco.....	41.1	41.4	43.7	63.3	62.3	54.2	26.02	25.79	23.69	7,592
Beverages.....	43.3	43.0	43.8	82.7	82.8	69.4	35.81	35.60	30.40	12,862
Distilled and malt liquor.....	42.7	42.4	43.4	86.1	86.1	71.1	36.76	36.51	30.86	10,858
Chemicals and allied products.....	42.8	42.8	43.5	82.5	80.9	69.5	35.31	34.63	30.23	25,732
Drugs and medicines.....	41.3	42.0	42.1	73.8	70.6	57.6	30.48	29.65	24.25	4,554
* Clay, glass and stone products.....	43.7	44.6	42.8	81.8	80.7	69.7	35.75	35.99	29.83	17,147
Glass products.....	42.1	43.8	39.4	78.2	76.7	66.5	32.92	33.59	26.20	5,888
Lime, Gypsum and Cement products.....	46.1	46.7	.....	81.7	80.4	.....	37.66	37.55	.....	4,154
* Electrical apparatus.....	40.3	40.8	41.9	86.7	85.8	70.8	34.94	35.01	29.67	37,919
Heavy electrical apparatus ¹	42.9	41.6	43.7	95.3	95.5	74.6	40.88	39.73	32.60	9,451
* Iron and steel products.....	43.0	42.7	42.3	93.3	92.4	81.1	40.12	39.45	34.31	230,116
Crude, rolled and forged products.....	45.4	45.4	42.0	95.4	92.6	81.2	43.31	42.04	34.10	31,836
Primary iron and steel.....	45.9	45.9	42.6	96.9	93.9	83.3	44.48	43.10	35.49	26,016
Machinery (other than vehicles).....	43.6	43.6	44.4	86.3	85.7	74.8	37.63	37.37	33.21	21,915
Agricultural implements.....	40.1	41.5	39.1	96.3	96.2	81.8	38.02	39.92	31.98	13,409
Land vehicles and aircraft.....	41.8	41.2	41.4	99.0	98.6	87.0	41.38	40.62	36.02	82,490
Railway rolling stock.....	43.0	42.8	44.0	94.6	93.8	84.6	40.68	40.15	37.22	36,375
Automobiles and parts.....	39.7	40.8	37.3	105.8	105.2	90.6	42.00	42.92	37.79	37,952
Aeroplanes and parts.....	46.0	35.5	42.3	90.3	89.7	80.7	41.54	41.84	38.46	7,345
Steel shipbuilding and repairing.....	45.8	44.6	42.9	94.1	93.1	84.2	43.10	41.52	35.62	21,744
Iron and steel fabrication n.e.s.....	42.8	42.5	42.7	88.1	89.0	82.2	37.71	37.83	35.10	8,150
Hardware, tools and cutlery.....	42.9	42.6	44.7	81.3	80.7	70.3	34.88	34.38	31.42	11,246
Foundry and machine shop products.....	41.8	42.9	42.0	91.8	90.8	78.4	38.37	38.95	32.93	6,545
Sheet metal work.....	41.9	41.7	43.0	83.1	81.5	71.1	34.82	33.99	30.57	12,187
* Non-ferrous metal products.....	42.5	42.7	43.5	89.7	88.6	76.6	38.12	37.83	33.32	37,051
Preparation of non-ferrous metallic ores.....	43.1	43.6	44.9	102.6	102.2	88.8	44.22	44.56	39.87	10,472
Aluminum and its products.....	44.3	43.9	43.8	85.6	84.8	76.4	37.92	37.23	33.46	9,929
Brass and copper mfg.....	41.3	41.7	.....	86.6	84.4	.....	35.77	35.19	.....	9,605
Non-metallic mineral products.....	42.8	43.0	41.2	92.5	91.0	85.8	39.59	39.13	35.35	10,655
Petroleum and its products.....	41.8	41.6	38.8	101.0	99.5	95.9	42.22	41.39	37.21	6,444
Miscellaneous manufactured products.....	40.3	40.3	41.0	73.4	72.4	64.4	29.58	29.18	26.40	13,651
Mining	42.5	42.9	42.9	100.4	98.6	87.4	42.67	42.30	37.49	66,716
Coal.....	38.8	39.2	40.0	110.8	107.4	95.0	42.99	42.10	38.00	21,440
Metallic ores.....	44.1	44.8	44.3	102.3	101.0	88.9	45.11	45.25	39.38	32,854
Non-metallic minerals (except coal).....	44.8	44.4	45.4	80.3	78.2	69.0	35.97	34.72	31.33	12,422
Local Transportation²	45.5	45.6	46.3	84.8	83.8	71.9	38.58	38.21	33.29	30,457
Building Construction	40.0	40.5	39.5	92.9	91.4	83.7	37.16	37.02	33.06	83,595
Highway Construction	39.7	39.1	37.9	71.4	71.7	66.1	28.35	28.03	25.05	49,216
Services (as indicated below)	42.4	42.5	43.5	53.5	52.6	45.9	22.68	22.36	19.97	34,871
Hotels and restaurants.....	43.3	43.6	44.7	52.2	51.6	44.5	22.60	22.50	19.89	23,641
Personal (chiefly laundries).....	40.6	40.4	41.2	56.2	55.0	48.9	22.22	22.22	20.15	11,227

¹ The industries classed in the durable manufactured industries are indicated by an asterisk.

² Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: July 1, 1947, 170.6; Aug. 1, 1947, 181.2; Sept. 1, 1947, 180.8; Sept. 1, 1946, the index was 141.6.

³ Chiefly street and electric railways.

⁴ For information respecting the sex distribution of the persons in recorded employment, see monthly reports on employment and payroll.

by 19 cents at September 1, but the indicated weekly wages in that category were higher by 34 cents than at August 1. In the light manufactured goods division, the average weekly earnings of the persons on salaries and wages were increased by 19 cents as compared with August 1, accompanied by a rise of 26 cents in the weekly earnings of the hourly-rated staffs of the co-operating establishments.

At September 1, the wage-earners for whom information on man-hours and hourly earnings were available made up 75.2 per cent of the total number of persons of all categories on the payrolls of the manufacturers¹ furnishing monthly statistics of employment and payrolls at the same date as published in the article earlier in this section entitled *Employment and Payrolls*.

Non-Manufacturing Industries

The proportions of wage-earners in the non-manufacturing industries paid by the hour are smaller than in the case of the manufacturing industries, with the result that records of hours worked are frequently not available for such persons. Thus the representation in the non-manufacturing industries in the monthly statistics of man-hours and hourly earnings is less than in the manufacturing division.

The number of hourly-rated wage-earners employed at September 1 by the co-operating coal operators showed a seasonal decline at September 1, when their aggregate and average hours were also lower. The average hourly earnings, however, were rather higher, standing at 110.8 cents, as compared with 107.4 cents at August 1, 95 cents at September 1, 1946, and 94.1 cents at September 1, 1945. The latest figure is the highest in the record of 35 months. In the extraction of

metallic ores, the reported wage-earners were fewer in number than at August 1, when the aggregate hours had also exceeded the total indicated for the week of September 1. The average hours fell from 44.8 in the week of August 1, to 44.1 in that of September 1. The average hourly earnings at the latter date, however, were 102.3 cents, as compared with 101 cents at August 1. At September 1 in 1946, the mean was 88.9 cents, and that in 1945, 85.4 cents. On the miscellaneous non-metallic mineral mining group, the co-operating operators reported little general change in the number of hourly-rated wage-earners, but the hours and the earnings were higher, in the aggregate and on the average. The latest hourly rate was 80.3 cents, the highest in the record. The August 1 mean was 78.2, while at September 1 in 1946 and 1945, the figures were 69 cents and 65.7 cents, respectively.

The number of hourly-rated wage-earners reported in the local transportation group (in which the co-operating firms belong largely in the street and electric railway division), was smaller at September 1 than at August 1; the average working time showed little change, but the average hourly rate stood at 84.8 cents, as compared with 83.8 cents at August 1, 71.9 cents at September 1, 1946, and 70.7 cents at the first of September in 1945.

In the building construction group, data were received from 1,034 contractors employing 83,595 hourly-rated wage-earners; as compared with their staffs at August 1, there was an increase of 3.1 per cent, accompanied by that of 1.7 per cent in their aggregate hours, and 3.4 per cent in their weekly wages. The average hours, however, fell from 40.5 in the week of August 1, to 40.0 in that at September 1. The average hourly rate then stood at 92.9 cents, as compared with that of 91.4

TABLE 4.—AVERAGE HOURS AND EARNINGS BY PROVINCES AND CITIES

	Average Hours Worked			Average Hourly Earnings		
	Sept. 1 1947	August 1 1947	Sept. 1 1946	Sept. 1 1947	August 1 1947	Sept. 1 1946
Nova Scotia.....	44.2	44.7	42.5	76.6	75.8	66.5
New Brunswick.....	45.4	44.4	45.0	75.9	74.3	64.6
Quebec.....	44.4	43.9	44.9	74.4	73.7	66.0
Ontario.....	41.4	41.9	41.4	86.4	85.0	72.3
Manitoba.....	42.3	41.7	42.2	80.6	80.1	71.0
Saskatchewan.....	41.2	42.9	42.7	83.7	82.0	71.2
Alberta.....	41.8	41.5	41.4	80.6	79.3	72.2
British Columbia.....	38.2	39.0	40.2	98.4	98.3	85.8
Montreal.....	41.9	41.2	43.1	78.2	77.3	70.4
Toronto.....	40.1	40.2	40.7	86.0	84.5	72.6
Hamilton.....	41.5	41.9	41.7	88.9	87.1	71.9
Winnipeg.....	41.7	41.2	41.9	79.6	79.0	70.5
Vancouver.....	38.2	38.2	38.7	96.7	95.8	85.9

cents at August 1; the means at September 1 in 1946 and 1945, were 83·7 cents and 79·6 cents, respectively. In regard to the average earnings in the building industry, it will be recalled that large numbers of unskilled and casual workers are employed therein, as well as many skilled tradesmen at high rates of pay. In highway construction and maintenance work, the reported number of wage-earners showed a further increase. The aggregate and average hours also advanced. There was a rise in the aggregate weekly wages reported in this industry, but the average hourly rate declined slightly, from 71·7 in the week of August 1, to 71·4 in that of September 1, when the average was higher than that of 66·1 cents at September 1, 1946, and 62·1 cents at September 1, 1945.

The co-operating hotels and restaurants employed a rather larger number of hourly-

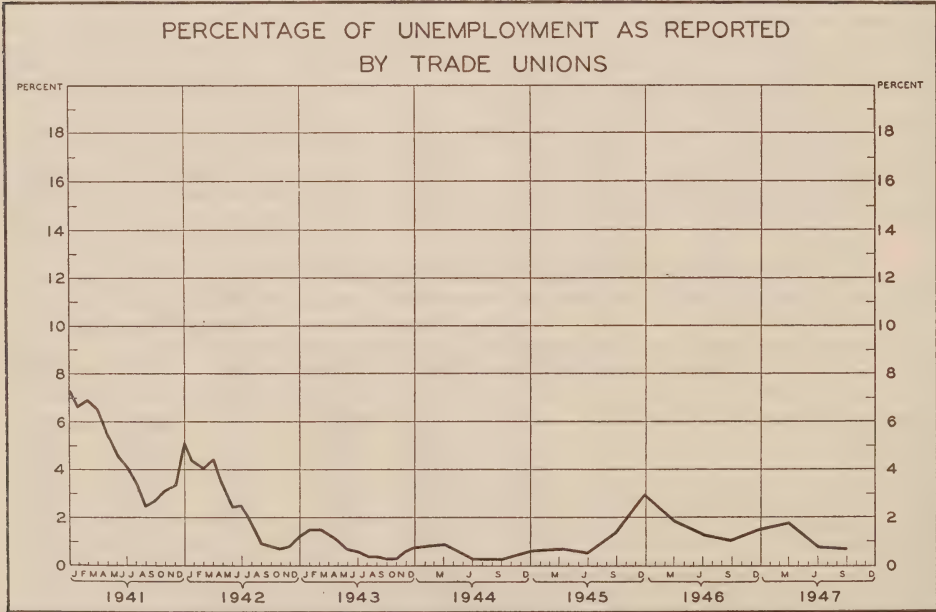
rated workers, but there was a decline in the working time which fell from 43·6 hours in the week of August 1, to 43·3 in that of September 1. The average hourly rate, on the other hand, advanced from 51·6 cents at the former date, to 52·2 cents at the latter, as compared with 44·5 cents at September 1, 1946, and 41·4 cents at September 1, 1945.

A further reduction in employment was reported by laundries and dry-cleaning establishments, in which the average hours were slightly higher, at 40·6 in the week of September 1, as compared with 40·4 in that of August 1. The hourly rate was then 55 cents, as compared with 56·2 cents in the week of September 1, 1947; at September 1 in 1946 and 1945, the averages were 48·9 cents and 47·4 cents respectively.

Unemployment in Trade Unions at the Close of the Quarter ending September 30, 1947

TRADE union unemployment in Canada showed a slight decline to 0·7 per cent at the end of September from 0·8 at the end of the previous quarter and 1·0 per cent at September 30, 1946. At the date under review 2,446 local unions reported a combined membership of 463,483. In the previous

quarter, reports were received from 2,409 locals with a total of 468,269 members while at the end of September last year, the percentage of trade union unemployment was based on reports from 2,378 locals representing 425,899 members. For the quarter under review, an increase in trade union unemploy-



ment was indicated in construction while declines were noted in mining, manufacturing and communication.

In the following report unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trade are not considered as unemployed. As returns from unions reporting vary from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting.

Table I shows the percentages of trade union unemployment at certain dates, in each province. In comparison with the previous quarter declines in the percentage were shown in Nova Scotia from 7.2 to 4.9, in New Brunswick, from 2.2 to 0.8, in Ontario, from 0.5 to 0.3 and in Saskatchewan, from 0.5 to 0.2. A comparison with September, 1946, indicates that employment conditions were more favourable in the period under review in all the provinces with the exception of Nova Scotia where the percentage rose from 0.9 to 4.9.

A separate compilation is made each quarter of unemployment among trade union members in the largest city in each province with the exception of Prince Edward Island. As compared with the previous quarter the percentage increased in Halifax, from 3.9 to 5.7, in Montreal, from 0.4 to 0.6, in Winnipeg, from 0.4 to 0.7, in Regina, from no unemployment to 0.3 per cent and in Vancouver, from 0.9 to 1.2. Declines in the percentage were reported for Saint John, from 6.5 to 3.1, Toronto from 0.3 to 0.2, and Edmonton from 0.7 to 0.5. In comparison with September, 1946, the latest percentages were somewhat higher in Halifax, Winnipeg and Regina.

Returns were tabulated from 971 locals in the manufacturing industries. These reported a combined membership of 232,401 of whom 2,035 or 0.9 per cent were unemployed at September 30. At the end of the previous quarter 1.1 per cent of 238,550 members reported by 931 locals were without work. In September, 1946, 896 local unions reported 1.4 per cent of 207,660 members as unemployed. In comparison with the previous quarter (Table II), trade union unemployment increased in animal products and chemical products but declined among groups engaged in the manufacture of iron and its products, non-ferrous metals and wood

products. A comparison with September, 1946, indicates improvements in animal products and textile products with slight variations in the remaining manufacturing categories.

In the transportation group, reports were received from 855 local union branches with a total membership of 98,969 of whom 506 or 0.5 per cent were unemployed on the reporting date. At the end of the previous quarter the percentage was 0.6 and at the end of September, 1946, it was 0.8.

Unemployment in the mining group decreased to 0.3 per cent from 1.0 in the

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.1	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	8	9	1.1	6	9	7	8	4	8
Average 1944.....	2	6	7	4	5	6	6	5	5
Average 1945.....	2.0	1.2	1.4	1.5	7	9	6	1.5	1.4
Average 1946.....	2.7	1.7	1.2	1.1	1.2	1.2	8	2.7	1.4
September 1932.....	11.7	13.1	23.6	23.1	18.7	11.0	19.1	19.7	20.4
September 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
September 1934.....	7.3	6.6	21.2	16.7	14.6	9.0	15.3	18.1	16.4
September 1935.....	6.0	8.7	20.4	10.4	8.1	6.2	13.7	14.0	13.0
September 1936.....	6.2	8.0	17.1	9.0	8.0	5.8	9.5	8.5	10.9
September 1937.....	3.1	6.1	12.4	4.2	7.4	6.0	10.4	8.4	7.7
September 1938.....	5.4	9.9	14.9	8.8	10.1	3.8	9.0	9.1	10.4
September 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
September 1940.....	1.2	3.5	6.5	2.7	5.4	3.9	5.5	5.7	4.4
September 1941.....	1.8	1.8	3.7	2.1	2.8	1.6	1.9	2.5	2.7
September 1942.....	8	1.1	1.3	5	5	9	9	3	8
September 1943.....	1	4	4	3	3	7	1	2	3
September 1944.....	2	7	4	2	1	5	1	4	3
September 1945.....	2.0	5	2.4	5	4	4	3	2.4	1.4
September 1946.....	9	1.0	1.0	1.0	5	4	5	1.5	1.0
September 1947.....	4.9	8	6	3	5	2	5	1.1	7
March 1943.....	6	8	2.2	1.1	1.1	1.0	1.1	4	1.3
June 1943.....	3	1.1	1.0	4	6	6	1.1	1	6
September 1943.....	1	4	4	3	3	7	1	2	3
December 1943.....	2.9	3	7	5	8	8	9	5	8
March 1944.....	4	9	9	9	9	7	4	7	9
June 1944.....	1	6	4	2	2	5	2	2	3
September 1944.....	2	7	4	2	1	5	1	4	3
December 1944.....	0	2	9	4	8	5	7	6	6
March 1945.....	5	0	1.2	6	0	8	8	5	7
June 1945.....	1.2	1	6	7	2	9	3	2	5
September 1945.....	2.0	5	2.4	5	4	4	3	2.4	1.4
December 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	9	3.5	3.0
March 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	8	1.5	7	4	2.3	1.3
September 1946.....	9	1.0	1.0	1.0	5	4	5	1.5	1.0
December 1946.....	1.5	3	1.4	9	1.3	1.5	1.4	3.6	1.5
March 1947.....	15.4	1.7	1.8	7	1.3	2.0	1.5	2.0	1.8
June 1947.....	7.2	2.2	5	5	4	5	3	8	8
September 1947.....	4.9	8	6	3	5	2	5	1.1	7

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where "0" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations	
September 1932	42.3	12.3	21.3	8.6	16.2	20.1	14.7	0.19	2.1	4.1	32.3	7.6	8.0	6.8	27.0	11.1	30.1	0	0	47.9	61.5	11.3	31.4	12.5	1.7	9.1	9.3	0	1.9	11.9	7.1	20.0	20.4
September 1933	16.9	9.8	21.3	9.8	15.4	15.5	15.4	8.7	28.0	8.1	14.1	7.7	6.4	23.6	25.6	16.7	33.1	0	0	60.9	65.8	12.0	42.1	12.3	1.1	11.5	11.7	0	6.1	11.0	5.2	20.2	19.8
September 1934	44.7	11.7	16.6	7.3	10.4	10.4	10.3	0.23	1.5	9.7	20.5	6.3	8.9	19.4	5.6	42.2	0	0	55.5	53.9	8.1	46.8	7.8	8.1	11.9	12.2	0	0.1	9.2	3.2	14.5	16.4	
September 1935	6.9	9.5	12.7	8.4	7.4	4.1	10.1	0.9	3.1	21.5	4.3	8.9	27.1	16.3	13.3	34.1	0	0	33.2	41.5	6.5	34.1	6.1	9.1	9.5	9.7	0	5.3	3.7	2.9	19.4	13.0	
September 1936	1.9	12.0	10.9	9.6	6.2	3.7	8.4	0.9	9.0	5.9	10.0	5.4	16.3	12.0	10.7	49.1	0	0	38.4	32.3	5.8	29.8	4.6	6.1	1.1	9.5	9.7	0	3.7	2.9	19.4	13.0	
September 1937	2.2	7.7	7.9	7.4	7.0	8.0	5.8	0.9	4.2	4.4	7.4	11.2	8.5	5.3	3.2	0	0	37.9	49.2	4.6	23.4	4.6	6.1	6.1	9.5	9.7	0	3.7	2.9	19.4	13.0		
September 1938	22.0	5.4	11.8	9.3	4.8	3.6	6.6	18.5	12.2	4.4	8.8	10.2	18.3	13.4	15.9	0	0	22.9	36.7	3.6	34.9	5.9	6.1	6.1	9.5	9.7	0	3.7	2.9	19.4	13.0		
September 1939	21.2	5.9	10.8	9.3	4.8	3.6	6.6	0.22	9.9	6.1	3.4	2.4	6.4	11.3	4.6	2.1	0	0	16.3	41.3	3.2	30.7	3.8	6.1	6.1	9.5	9.7	0	3.7	2.9	19.4	13.0	
September 1940	14.5	5.6	4.1	3.1	3.1	1.3	6.1	1.9	3.0	3.4	2.4	6.4	11.3	4.6	2.1	0	0	16.3	41.3	3.2	30.7	3.8	6.1	6.1	9.5	9.7	0	3.7	2.9	19.4	13.0		
September 1941	6.4	1.6	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1942	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1943	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1944	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1945	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1946	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1947	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1948	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1949	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1950	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1951	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1952	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1953	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1954	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1955	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1956	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1957	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1958	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1959	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1960	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1961	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1962	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1963	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1964	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1965	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1966	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1967	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1968	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1969	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1970	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1971	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1972	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1973	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1974	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1975	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1	0	0	3.2	2.2	2.2	1.3	2.0	0.1	2.2	2.1	0	0.2	2.1	1.0	3.0	4.4	
September 1976	0	0	3.1	1.0	1.0	2.3	1.3	0.1	2.2	0.1	1.2	0.1	1.2	0.1	1.2	0.1																	

previous quarter. The percentage in coal mining declined from 0·8 to 0·1 while among metallic ore miners it was unchanged at 0·1. Unions of miners of non-metallic minerals, other than coal, reported 3·4 per cent of 1,760 members unemployed, a decrease from 4·7 in the previous quarter.

Reports were received at the end of September from 207 locals in the building and construction trades. These reported a combined membership of 42,717 of whom 0·8 were without work on September 30. This percentage was unchanged from the 0·8 per cent noted in the third quarter of 1946 but was an increase over the 0·4 per cent unemployed at June 30, 1947. Decreased employment was indicated for carpenters and joiners and bridge and structural iron workers. The employment situation was more favourable

for bricklayers, masons and plasterers, electrical workers, painters, decorators and paper-hangers, and hod carriers.

Trade union unemployment in public and personal services increased to 0·5 per cent at the date under review from 0·2 in the preceding quarter and 0·3 per cent in September, 1946. The communications group showed a decline in the percentage from 1·3 to 0·1 reflecting a decrease from 1·6 to 0·1 per cent in unemployment among union members in telegraph operations.

There was no reported unemployment at the end of September among union members engaged in logging in Ontario and British Columbia. The same situation existed a year ago but 0·8 per cent unemployed was indicated in the previous quarter.

Wage Rates, Hours and Working Conditions in the Electrical Products Industry, 1946

INFORMATION on the Electrical Products Industry¹ is presented in two sections, one dealing with Electrical Machinery and Apparatus and the other with Radio Sets and Parts.

The index of wage rates in 1946 for the combined industries showed an increase of 69·1 per cent over the base year, 1939, and of 7·8 per cent over 1945. This is indicated in the following series which gives annual indexes since 1939 based on wage rates in that year as 100.

Year	Index
1939	100·0
1940	105·6
1941	123·2
1942	133·7
1943	149·2
1944	154·1
1945	156·8
1946	169·1

In the summary which follows, in which the two groups are dealt with separately, the statistical information was obtained from the annual survey, 1946, of "Wage Rates and Hours of Labour in Canada."² The tables on wage rates contain comparative figures for 1945 which were obtained in the survey of that year.

In the 1946 survey, employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework during the last pay period prior to October 1, 1946. They also reported on certain other conditions of work³, such as

hours, overtime, vacations with pay, sick leave, Sunday work, and the numbers of workers under collective agreement in each establishment. The total number of workers in each establishment, including both plant and office staffs, was also obtained.

In the tables on wage rates, the averages shown are for selected representative occupations in each industry. They do not include the value of any allowance to employees, such as free transportation, group insurance, sick benefits or other welfare plans. The ranges include approximately the middle 80 per cent of the workers in each occupation. The purpose of this is to exclude extremely high and low rates and at the same time to show the ranges which contain the rates for the majority of the workers. The averages, however, include the rates for all the workers in each occupation.

¹ Comparable information on the Automobile Parts and Accessories and Agricultural Implements Industries was published in the October issue of the *LABOUR GAZETTE* (p. 1532); on the Lumber and Lumber Products Industries in the September issue (p. 1374); on the Rubber Products Industry and the Motor Vehicles Industry in the August issue (p. 1164); on the Pulp and Paper Products Industry and the Brewery Products Industry in the July issue (p. 988); and on the Construction and Steam Railways Industries in the June issue (p. 890).

² This report will be issued shortly.

³ Information on provincial legislation pertaining to annual vacations with pay, maximum hours of work and minimum wages is contained in an annual publication, "Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages, and Workmen's Compensation", by the Legislation Branch of the Department of Labour.

Electrical Machinery and Apparatus Industry

Table I shows the regional distribution of the 91 establishments whose returns were used in the present analysis. These plants were engaged in the manufacture of heavy elec-

trical machinery, electrical household appliances and miscellaneous electrical products. Slightly more than two-thirds of the plants, employing 66 per cent of the total workers,

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, 1946

	Canada	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments	91	18	62	6	5
Employees: Male	19,514	6,116	13,089	174	135
Female	9,336	3,325	5,926	69	16
Total	28,850	9,441	19,015	243	151

TABLE II.—WAGE RATES IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, 1945 AND 1946

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Assemblers, Male</i>			
Canada.....	.77	.86	.....
Quebec (Montreal only).....	.73	.73	.52— .90
Ontario.....	.78	.90	.65—1.16
Toronto.....	.71	.82	.61—1.09
<i>Assemblers, Female</i>			
Canada.....	.53	.59	.....
Quebec (Montreal only).....	.53	.54	.45— .63
Ontario.....	.53	.61	.41— .76
Toronto.....	.54	.67	.37— .75
<i>Coil Winders, Male</i>			
Canada.....	.82	.88	.....
Quebec (Montreal only).....	.83	.80	.63— .97
Ontario.....	.81	.90	.64—1.16
Toronto.....	.75	.86	.60—1.18
<i>Coil Winders, Female</i>			
Canada.....	.52	.63	.....
Quebec (Montreal only).....	.49	.59	.44— .68
Ontario.....	.53	.64	.45— .88
Toronto.....	.58	.66	.40— .97
<i>Inspectors</i>			
Canada.....	.80	.89	.....
Quebec (Montreal only).....	.79	.83	.65— .96
Ontario.....	.80	.93	.77—1.08
Toronto.....	.79	.90	.71—1.13
<i>Labourers</i>			
Canada.....	.61	.65	.....
Quebec (Montreal only).....	.62	.62	.55— .73
Ontario.....	.60	.67	.55— .75
Toronto.....	.60	.68	.55— .78
<i>Machine Operators</i>			
Canada.....	.80	.90	.....
Quebec (Montreal only).....	.75	.80	.63— .96
Ontario.....	.82	.93	.71—1.17
Toronto.....	.76	.88	.70—1.06
<i>Machinists</i>			
Canada.....	.86	.92	.....
Quebec (Montreal only).....	.86	.92	.75—1.10
Ontario.....	.86	.90	.72—1.09
Toronto.....	.81	.87	.70—1.09
<i>Packers and Shippers</i>			
Canada.....	.69	.77	.....
Quebec (Montreal only).....	.70	.74	.62— .85
Ontario.....	.69	.78	.65— .88
Toronto.....	.69	.76	.63— .91
<i>Sheet Metal Workers</i>			
Canada.....	.76	.89	.....
Quebec (Montreal only).....	.81	.94	.88—1.06
Ontario.....	.74	.88	.63—1.17
Toronto.....	.76	.91	.73—1.03
<i>Toolmakers</i>			
Canada.....	1.02	1.07	.....
Quebec (Montreal only).....	1.00	.98	.80—1.16
Ontario.....	1.02	1.11	.93—1.29
Toronto.....	1.10	1.15	.91—1.29

were located in Ontario. Sixty per cent of the employees were concentrated in one Quebec and three Ontario establishments. Fifty-eight establishments, employing less than 100 workers each, accounted for only seven per cent of the total number of workers in the industry.

Collective Agreements.—Twenty-seven establishments reported collective agreements covering 19,300 workers in the industry. Eighteen of the 27 plants were located in Ontario, five were in Quebec and four in the Western Provinces. Of these, four establishments in Ontario and two in Quebec reported having employees' associations only and accounted for 37 per cent of the workers reported under collective agreement.

Wage Rates, Table II.—Average hourly wage rates in 1945 and 1946 for selected occupations in this industry are shown, along with the range of rates in 1946. While wage rates are shown for the provinces of Ontario and

Quebec only, the western provinces are included in the Canadian averages. Average rates for Canada as a whole in 1946 showed increases over those in 1945 of from four cents per hour in some occupations to 13 cents in others.

Standard Hours of Work, Table III.—Of the 91 establishments covered, 44 reported a standard week of either 44 or 45 hours and employed 54 per cent of the total workers in the industry. A 40-hour week was reported by 18 establishments employing 32 per cent of the total workers. Twelve others, which reported a 48-hour week, accounted for only 1,600 workers.

The five-day week was reported by nearly 60 per cent of the plants, including approximately two-thirds of those in Ontario and four of the five in British Columbia. These employed more than 70 per cent of the workers in all plants from which reports were received.

TABLE III.—STANDARD OR NORMAL WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Quebec	Ontario	Prairie Provinces	British Columbia
Weekly					
40.....	18	5	9		4
Over 40 and under 44.....	8		8		
44.....	27	3	18	5	1
45.....	17	1	15	1	
Over 45 and under 48.....	6	2	4		
48.....	12	6	6		
49.....	2	1	1		
50.....	1		1		
Total.....	91	18	62	6	5
Daily					
(a) Establishments on a five-day week					
8.....	18	5	9		4
Over 8 and under 9.....	10		10		
9.....	20	1	19		
Over 9 and under 10.....	4	1	3		
10.....	1		1		
Total.....	53	7	42		4
(b) Establishments on a six-day week					
Monday to Saturday					
Friday					
8 3 to 5.....	23	4	12	6	1
8 8.....	2		2		
8½ 4½.....	1	1			
8½ 4 and 5½.....	5	2	3		
8½ 4½.....	4	2	2		
8½ 3 5/6.....	1	1			
9 4.....	2	1	1		
Total.....	38	11	20	6	1

More than one-half the plants in Quebec and all of those in the Prairie Provinces reported working six days per week. However, only two plants reported working a full eight hours on Saturday, hours ranging in all other cases from three to five and one-half for Saturday work.

The average standard weekly hours in the industry, weighted by the number of male employees in each plant, was 43.2 for Canada as a whole. By areas, the averages were as follows: Quebec, 40.7; Ontario, 44.4; and the Western Provinces, 42.8 hours per week.

Only 22 establishments reported Sunday employment which was confined to maintenance work in all cases.

Overtime Rates, Table IV.—More than 50 plants reported a rate of time and one-half for overtime work after daily or weekly hours. Twenty-eight also reported this rate for Sunday work and 26 for work on holidays. Double time for Sunday and holiday work was reported by about 15 per cent of the establishments.

In approximately one-half the cases, no information was given for Sunday and holiday work, which may mean that the plants concerned did not work on those days.

Vacations with Pay, Table V.—Vacations with pay for factory workers are provided by law in all the provinces covered in this analysis. In Saskatchewan, the vacation is two weeks after one year of service while the other provinces require one week after one year. In Quebec, a further provision states that one-half day is to be given for each month of continuous service.

All the plants from which returns were received reported a vacation of one week, usually after a service of one year but in a few cases after three or six months. In 55 of these 91 plants the vacation did not exceed one week regardless of the length of service but in 36 others two weeks was provided, in the majority of cases after five years of service. In three cases an initial vacation of two weeks was reported after either six months or one year.

TABLE IV.—OVERTIME RATES OF PAY IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, BY ESTABLISHMENTS, 1946

Region	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	64	64	27 ⁽¹⁾	91	91
<i>Straight Time</i>					
Canada.....	14	9	.....	7	6
Quebec.....	1	.....	.....	.....	.....
Ontario.....	11	8	.....	7	6
Prairie Provinces.....	1	1	.....	.....	.....
British Columbia.....	1	.....	.....	.....	.....
<i>Time and One-Quarter</i>					
Canada (Ontario only).....	5 ⁽²⁾	5 ⁽³⁾	2	1	2
<i>Time and One-Half</i>					
Canada.....	36	32	24	28	26
Quebec.....	8 ⁽⁴⁾	7 ⁽⁵⁾	8	3	3
Ontario.....	21	19	15	22	20 ⁽⁶⁾
Prairie Provinces.....	3	3	1	2	2
British Columbia.....	4 ⁽⁷⁾	3 ⁽⁷⁾	1	1
<i>Double Time</i>					
Canada.....	.....	2	.....	13	14
Quebec.....	.....	.....	.....	5	5 ⁽⁸⁾
Ontario.....	.....	.....	.....	4	5
Prairie Provinces.....	.....	.....	.....	1	1
British Columbia.....	.....	2	.....	3	3
<i>No Overtime Information</i>					
Canada.....	9	16	.....	42	43

⁽¹⁾ Includes one plant at straight time plus five cents per hour for overtime.

⁽²⁾ In one plant, time and one-half after midnight.

⁽³⁾ In one plant, time and one-half after 9 p.m.

⁽⁴⁾ In one plant, only after 9 p.m.

⁽⁵⁾ One plant on five-day week paid this rate only after three hours.

⁽⁶⁾ In one plant, double time for three statutory holidays and in another, double time to firemen.

⁽⁷⁾ One plant reported this rate for the first four hours of overtime and double time thereafter.

⁽⁸⁾ One plant reported double time and one-half for hours over daily hours on holidays.

A paid vacation of less than one week was also provided in 31 plants for service of less than one year. These included the eighteen plants in Quebec, in compliance with legislative requirements in that province, twelve in Ontario and one in the Prairie Provinces.

Sick Leave with Pay.—More than one-half the establishments reported some provision for sick leave with pay. These included 29 in Ontario, four in the Western provinces and 14 of the 18 Quebec establishments.

In 25 instances, provision for payment for sick leave was reported in the case of salaried or office workers only, or in special cases. Nine establishments had group insurance schemes and 13 did not specify the plan in effect.

Production or Incentive Bonus.—Seven establishments in Ontario and one in Quebec reported having a production or incentive bonus.

In one establishment the foundry workers were the only employees eligible; another reported a bonus paid on piecework jobs only, while a third stated that all hourly-rated employees participated in their bonus scheme. Only certain occupations or departments were eligible for bonus payment in some plants.

Shift Work.—Twelve establishments, employing a total of 10,000 workers, reported 470 men and 140 women on the second shift of their two-shift operations during the survey period. A premium of five cents per hour was given in six of the establishments while in another, employees on the six-hour night shift received the same take-home pay as those working on the eight-hour day shift.

Four establishments showed three-shift operations, one reporting 360 women on the second shift who were paid a bonus of ten

TABLE V.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, BY ESTABLISHMENTS, 1946

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada.....	5	2	
Quebec.....	2	1	
Ontario.....	1	1	
Prairie Provinces.....	2		
<i>Three Months</i>			
Canada (Ontario only).....	2		
<i>Six Months</i>			
Canada.....	9	4	2
Quebec.....	1	1	
Ontario.....	7	3	
Prairie Provinces.....			1
British Columbia.....	1		1
<i>One Year</i>			
Canada.....	75 ⁽¹⁾	49	3
Quebec.....	15	10	
Ontario.....	52	34	2
Prairie Provinces.....	4	3	1
British Columbia.....	4	2	
<i>Two to Four Years</i>			
Canada.....			7
Quebec.....			1
Ontario.....			5
British Columbia.....			1
<i>Five Years</i>			
Canada.....			22 ⁽¹⁾
Quebec.....			5
Ontario.....			16
Prairie Provinces.....			1
Total Establishments.....	91	55	36 ⁽²⁾
		91	

(1) In 31 of these plants a fraction of a week was given for service under one year.

(2) Two establishments in Quebec and one in Ontario also reported three weeks after 21 years of service.

(3) Includes two establishments reporting two weeks only after ten years.

cents per hour or ten per cent of total earnings, whichever was higher. A similar rate was paid in the same plant to 704 men on the second shift and to 153 on the third. Another establishment paid a 6½ per cent bonus on

both shifts. A third establishment reported paying a bonus of three cents per hour on the second shift and five cents on the third. The other plant reporting a three-shift operation paid a five-cent premium for work after 1 a.m.

Radio Sets and Parts Industry

Information from plants engaged primarily in the production of radio sets and parts was used in the following analysis. The industry is confined to the provinces of Quebec and Ontario, and returns from 19 plants employing 4,800 workers during the survey period were used, as indicated in opposite table:

	Canada	Quebec	Ontario
Total Establishments ..	19	2	17
Employees: Male	2,562	1,656	906
Female	2,287	875	1,412
Total	4,849	2,531	2,318

TABLE I.—WAGE RATES IN THE RADIO SETS AND PARTS INDUSTRY,
1945 AND 1946*

Occupation and Locality	1945	1946	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$	\$
<i>Assemblers, Male</i>			
Canada.....	.63	.61	.....
Quebec (Montreal only).....	.63	.69	.59— .83
Ontario.....	.63	.58	.52— .67
Toronto.....	.65	.55	.52— .60
<i>Assemblers, Female</i>			
Canada.....	.52	.54	.....
Quebec (Montreal only).....	.56	.59	.52— .66
Ontario.....	.51	.53	.43— .72
Toronto.....	.52	.56	.45— .72
<i>Inspectors, Male</i>			
Canada.....	.78	.76	.....
Quebec (Montreal only).....	.79	.82	.69— .95
Ontario.....	.70	.70	.60— .82
Toronto.....	.74	.71	.60— .80
<i>Inspectors, Female</i>			
Canada.....	.57	.57	.....
Quebec (Montreal only).....	.63	.62	.56— .70
Ontario.....	.53	.54	.45— .70
Toronto.....	.53	.55	.45— .70
<i>Machinists</i>			
Canada.....	.90	.93	.....
Quebec (Montreal only).....	.95	.97	.79—1.09
Ontario.....	.83	.90	.66—1.10
Toronto.....	.89	.99	.85—1.10
<i>Shippers and Packers</i>			
Canada.....	.65	.69	.....
Quebec (Montreal only).....	.65	.71	.64— .83
Ontario.....	.66	.68	.52— .80
Toronto.....	.63	.72	.60— .87
<i>Toolmakers</i>			
Canada.....	1.05	1.12	.....
Quebec (Montreal only).....	1.07	1.19	1.04—1.34
Ontario.....	1.03	1.06	.85—1.27
Toronto.....	1.04	1.10	.95—1.27

* The decline in average rates in 1946 in some occupations was due to increases in the number of workers at the lower rates in the occupation and not to actual decreases in wage rates.

Of the total employment in the industry, nearly one-half were women. The two Quebec establishments reported practically twice as many men as women workers, but only 40 per cent in Ontario were men.

The two Quebec establishments accounted for 52 per cent of the total employment in the industry. Six of the Ontario establishments employed less than 100 workers in each while the remaining 11, employing up to 450 workers each, included 43 per cent of the total employment in the industry in Canada.

Collective Agreements.—Eight plants in Ontario and two in Quebec reported some 2,900 workers under collective agreement. Two-thirds of these workers employed in five plants, belonged to unions affiliated with international labour organizations, while the remainder were covered by agreements with employees' associations.

Wage Rates, Table I.—Average hourly wage rates in selected occupations for 1945 and 1946 are shown in Table I. Ranges of rates in 1946 are also included. An effect of conversion to peace-time operation in this industry was reflected in the decrease in 1946 average rates in some occupations compared with the 1945 figures. This was due in most cases to the fact that the number of workers had been considerably increased. With new workers paid at basic rates, the weighted average was lower.

Standard Hours of Work, Table II.—The weekly hours reported in this industry ranged from 40 to 48 during 1946. Twelve of the 19 establishments, employing 83 per cent of the workers, were on a five-day week. Of these, three Ontario and two Quebec plants, employing 3,100 workers, reported working 45 hours per week.

The six-day week was in effect in seven Ontario plants, six of which were on a 44-hour week, the seventh working 48 hours, with a four- and three-hour Saturday, respectively.

Overtime Rates of Pay, Table III.—Time and one-half was reported for overtime either after daily or weekly hours in all but one plant reporting straight time for Saturday work and three others which gave no overtime information. Of those reporting rates for Sunday and holiday work, the majority paid time and one-half. Double time was reported in two instances only and covered both Sunday and holiday work, although three other establishments paying time and one-half, reported double time under certain conditions.

Vacations with Pay, Table IV.—A number of plants in both provinces exceeded provincial legislative requirements with respect to paid vacations in 1946. In two cases, one week was provided although the length of service was less than one year and five Ontario plants

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE RADIO SETS AND PARTS INDUSTRY, 1946

NOTE.—Hours for female workers were the same as male workers in all cases but four where they worked from 2½ to 4 hours less per week.

Standard Hours	Number of Establishments			
	On a Five-Day Week			On a Six-day Week
	Canada	Quebec	Ontario	Canada (Ontario only)
Weekly				
40.....	3		3	
42½.....	1		1	
44.....	2		2	6
45.....	5	2	3	
47½.....	1		1	
48.....				1
Total Establishments.....	12	2	10	7
Daily				
<i>Monday to Friday</i>				
8.....	3		3	6 ⁽¹⁾
8½.....	1		1	
8-8.....	1		1	
9.....	6	2	4	1 ⁽²⁾
9½.....	1		1	
Total Establishments.....	12	2	10	7

(¹) Four hours on Saturday. (²) Three hours on Saturday.

provided paid vacations of less than one week for service under one year. One reported one-half day for each month of continuous service while two others reported this provision after the employee had been three months with the company. After six months of service, one plant provided three days with pay and

another paid for vacations after the same service, but at the rate of two per cent of gross earnings to date. Another plant gave two weeks after one year of service.

Of the nine plants granting a maximum vacation of two weeks, which is more than required under provincial law, two gave it after

TABLE III.—OVERTIME RATES OF PAY FOR PLANT EMPLOYEES IN THE RADIO SETS AND PARTS INDUSTRY, BY ESTABLISHMENTS, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	16	16 ⁽¹⁾	3	19	19
<i>Time and One-Half</i>					
Canada.....	13	12	3	7	9
Quebec.....	2	2	1	1	1
Ontario.....	11 ⁽²⁾	10	3	6	8 ⁽³⁾
<i>Double Time</i>					
Canada.....				2	2
Quebec.....				1	1
Ontario.....				1	1
<i>No Overtime Information</i>					
Canada (Ontario only).....	3	3		10	8

⁽¹⁾ Includes one establishment paying straight time.

⁽²⁾ Two establishments on a five-day week of nine hours per day reported double time after 12 hours in any one working day.

⁽³⁾ One establishment reported double time for New Year's, Good Friday and Christmas Day.

TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE RADIO SETS AND PARTS INDUSTRY, BY ESTABLISHMENTS, 1946

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Period</i>			
Canada (Ontario only).....	2	1	
<i>Three Months</i>			
Canada (Ontario only).....	1	1	
<i>Six Months</i>			
Canada (Quebec only).....	1		
<i>One Year</i>			
Canada.....	15		2
Quebec.....	1		1 ⁽¹⁾
Ontario.....	14 ⁽²⁾	8	1
<i>Five Years</i>			
Canada.....			7
Quebec.....			1
Ontario.....			6
Total Establishments.....	19	10	9

⁽¹⁾ Three weeks after 25 years.

⁽²⁾ In four plants a vacation of less than one week was reported for service under one year.

one year of service and seven after five years. One plant reported a further provision of three weeks after 25 years of service.

Sick Leave with Pay.—Twelve of the 19 establishments reported provision for sick leave with pay. Seven stated that only salaried or office staff were eligible, four had group insurance schemes and the other reported paying for a maximum of 30 days of sick leave accumulated by each employee over a period of three years.

Labour Legislation in India—Conc.

the Mines Act along the lines of the new factory legislation, especially a reduction in hours. Special plantation legislation is being considered.

The five-year program envisages minimum wage legislation, the standardization of occupational classifications and wage differentials, wages fixed by collective agreements, and industrial training and apprenticeship schemes. With respect to working conditions, the Government plans to reduce hours of work in mines from 54 a week to 48 as has been done in factories. A general overhaul of the Factories Act, particularly as regards health and safety, is contemplated. Concerning recruitment, the Employment Exchanges are to be extended. Many social security and welfare measures are planned. In industrial relations, improvements are to be introduced as indicated below.

The Royal Commission on Labour, under the chairmanship of Mr. J. H. Whitley, former Speaker of the British House of Commons and well known for the "Whitley" Councils, strongly influenced labour policy. Its recommendations in 1931 (L.G., 1931, p. 983), included the reduction of hours by legislation, minimum wage-fixing machinery, maternity benefits, workmen's compensation, and revision of trade union law. A tripartite industrial council was urged and this saw its fulfilment in the labour conference scheme.

Of particular interest in Indian labour legislation have been the Factories Acts and statutes regulating industrial relations. Factories Acts began in 1881 but few of the important provisions came from before 1922. The consolidated Act of 1934 which reduced maximum hours from 60 to 54 in a week with punitive rates for overtime, was further revised in the forties. In 1940 it was amended to prevent employment of children under 15 in unhealthy or dangerous factories, and in 1945 to require in all but seasonal factories an annual paid holiday of ten days for adults and of 14 days for children. The minimum age for employment is 12 years, but a child under 15 may not work more than five hours

Shift Work.—Very little shift work was reported in this industry other than that required by maintenance and power crews.

One plant reported 77 workers on a second shift on production work where a wage differential of either eight per cent of earnings or a minimum of five cents per hour was given. Another plant showed a small number of workers on a second shift during the pay period covered receiving a wage differential of five cents per hour.

in a day, and the work must not be spread over more than 7½ hours.

A Trade Union Act of 1926 provides for voluntary registration of trade unions, each of which must supply complete information, its name, objects, purposes to which its general funds are to be put, etc. Every registered trade union is regarded as a body corporate with the right to sue and be sued. Its general funds may be used only for the regular conduct of business as described in the regulations. A special fund for political purposes may be raised, but no member can be compelled to contribute. Special legal protection is afforded registered unions which may not be prosecuted for causing a member to break an employment contract or for interfering with the trade, business or employment of other persons, or with the right of another person to dispose of his capital or labour as he wishes. Union account books may be inspected at any time. A proposed amendment requires employers to recognize unions which satisfy certain prescribed conditions, and would penalize certain unfair practices. The membership of registered trade unions rose from 399,159 in 1938-39 to 685,299 in 1942-43.

In 1945 the Central Government set up separate machinery for dealing with industrial relations in the undertakings over which it has direct jurisdiction. The organization, composed of labour commissioners, conciliation officers and inspectors, was combined with the labour welfare organization to carry out conciliation, administer labour legislation and gather information on wages, etc.

The Industrial Disputes Act 1947, provides for joint Works Committees which, it is hoped, will be set up in every plant to deal with the day-by-day relations of labour and management. Industrial Tribunals are also instituted, having the power to arbitrate a dispute if both sides apply for it. Conciliation will be compulsory in public utility services and any industry may be so defined for such period of time as the Government may specify.

Strikes and Lockouts

Strikes and Lockouts in Canada During October, 1947

STRIKE activity in Canada showed an increase during October, 1947, as compared with the previous month, and also with October, 1946. During the month under review, the strike of meat packing plant workers, which commenced on August 27, 1947, and involved 47 establishments across Canada before settlement was reached on October 23, was responsible for about 50 per cent of the workers involved in all strikes and about 65 per cent of the total time loss. Preliminary figures for October, 1947, show 46 strikes and lockouts, involving 27,560 workers, with a time loss of 428,170 man-working days, as compared with 41 strikes in September, 1947, with 19,879 workers involved and a time loss of 276,859 days. In October, 1946, there were 27 strikes, involving 33,425 workers, with a time loss of 392,247 days.

For the first ten months of 1947 preliminary figures show a total of 199 strikes and lockouts, involving 68,382 workers, with a time loss of 2,283,633 man-working days. For the

same period last year there were 209 strikes, with 136,665 workers involved and a time loss of 4,459,311 days.

Of the 46 strikes recorded for October, eight were settled in favour of the workers, seven in favour of the employers, ten were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month 16 strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946, are still continuing.

Strikes and Lockouts in Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing up to date that given in the March, 1947, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1947, was 112 and 11 were still in progress from the previous month, making a total of 123 during the month. In all stoppages of work in progress in the period there were 46,700 workers involved and a time loss of 122,000 working days was caused.

Of the 112 stoppages which began during August, 19 arose out of demands for advances in wages; 44 over other wage questions; five on questions as to working hours; 14 on questions respecting the employment of particular classes or persons; 26 on other questions respecting working arrangements; three were on questions of trade union principle; and one was in support of workers involved in other disputes.

India

Preliminary figures for the months of March, April and May, 1947, are as follows:

March—154 work stoppages involving 145,132 workers with a time loss of 1,202,862 man-days; April—141 work stoppages involving 151,083 workers with a time loss of 1,665,916 man-days; and May—107 work stoppages involving 92,042 workers with a time loss of 1,536,412 man-days.

Australia

Figures for 1946 are now available and show 869 work stoppages, directly involving 331,865 workers with a time loss of 1,947,844 working

days, for workers directly and indirectly involved.

United States

Preliminary figures for September, 1947, show 200 strikes and lockouts beginning in the

month, in which 75,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,000,000 man-days. Corresponding figures for August, 1947, are 325 strikes and lockouts, involving 120,000 workers with a time loss of 2,500,000 days.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER 1946-1947†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1947*						
January.....	12‡	12	3,302‡	3,302	28,519	·38
February.....	13	20	17,219	33,737	199,679	2·67
March.....	10	18	792	15,931	378,057	5·05
April.....	21	26	3,151	17,480	363,886	4·86
May.....	32	43	18,053	34,013	365,424	4·89
June.....	19	31	2,844	17,201	166,370	2·22
July.....	18	29	1,707	3,112	24,355	·33
August.....	21	36	5,755	7,184	52,314	·70
September.....	25	41	5,202	19,879	276,859	3·69
October.....	28	46	10,357	27,560	428,170	5·74
Cumulative totals.....	199		68,382		2,283,633	3·05
1946						
January.....	13‡	13	2,957‡	2,957	18,948	·25
February.....	16	19	3,594	3,769	11,891	·16
March.....	22	30	4,299	6,097	45,856	·61
April.....	22	30	4,924	7,110	45,764	·61
May.....	29	36	46,681	47,855	566,410	7·57
June.....	25	36	31,556	70,600	933,876	12·49
July.....	33	47	28,226	50,429	915,911	12·25
August.....	20	46	5,180	42,506	870,694	11·64
September.....	18	37	2,036	33,451	657,714	8·79
October.....	11	27	7,212	33,425	392,247	5·25
Cumulative totals.....	209		136,665		4,459,311	5·96

*Preliminary figures.

‡ Strikes underminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1947⁽¹⁾

Industry, Occupation and Locality	Number involved		Time Loss in Man-Working Days	Particulars(?)
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to October, 1947				
MINING— Copper and zinc mine and mill workers, Sherridon, Man.	1	250	5,000	Commenced August 13; for a new agreement providing for increased wages and other changes, and against alleged discrimination; unternminated.
MANUFACTURING— <i>Animal Foods—</i> Dairy and poultry plant workers, Melville, Sask.	1	25	500	Commenced July 16; for extension of existing agreement to October 30, 1947, with provision for increased wages and reduced hours; unternminated.
Meat packing plant workers, Charlottetown, P.E.I. Sydney, N.S. Moncton, N.B. Hull, Montreal, Princeville, Quebec, P.Q., Kitchener, Peterborough, Toronto, Ont., Brandon, St. Boniface, Winnipeg, Man., Moose Jaw, Prince Albert, Regina, Saskatoon, Sask., Calgary, Edmonton, Alta., New Westminster and Vancouver, B.C.	47	14,150	275,000	Commenced August 27; for a master agreement providing for increased wages and other changes; terminated by October 24: negotiations and conciliation, provincial; compromise.
<i>Fur and Leather Products—</i> Fur products factory workers, Toronto, Ont.	64	470	2,500	Commenced September 29; for new agreements providing for increased wages; terminated October 7; negotiations; compromise.
<i>Textiles, Clothing, etc.—</i> Clothing factory workers, Louiseville, P.Q.	1	190	750	Commenced September 10; for a greater increase in wages than awarded by arbitration board and against dismissal of union officer; terminated October 5; conciliation, provincial; in favour of workers.
<i>Pulp, Paper and Paper Products—</i> Paper products factory workers, Chambly, P.Q.	2	100	2,000	Commenced April 15; for implementation of award of arbitration board providing for increased wages, two weeks' vacations with pay, check-off, pay for seven statutory holidays, etc.; unternminated; partial return of workers.
<i>Miscellaneous Wood Products—</i> Sash and door factory workers, Edmonton, Alta.	1	72	500	Commenced August 29; for a new agreement providing for increased wages and other changes; terminated October 14; replacement and return of workers; in favour of employer.
Furniture factory workers, New Westminster, Vancouver and Victoria, B.C.	4	439	7,500	Commenced September 10; for new agreements providing for increased wages and reduced hours; terminated by October 30; negotiations; compromise.
Box factory workers, Montreal, P.Q.	1	92	500	Commenced September 18; for a union agreement providing for increased wages, grievance procedure, etc; terminated October 8; return of workers pending certification of a union as bargaining agency; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1947⁽¹⁾—*Con.*

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to October, 1947— <i>Conc.</i>				
Manufacturing— <i>Conc.</i> <i>Metal Products—</i> Metal factory workers, Ottawa, Ont.	1	30	300	Commenced February 24; for a new agree- ment providing for increased wages, vaca- tions with pay, union security, etc.; employ- ment conditions no longer seriously affected by October 31; in favour of employer.
Iron and steel mill workers, Burnaby and Vancouver, B.C.	6	500	8,000	Commenced August 21; for a new agreement providing for increased wages, additional union security and other changes; under- minated; work resumed at four mills in Vancouver on October 23.
Foundry workers, Brockville, Ont.	1	47	140	Commenced August 22; for a union agreement providing for increased wages and other changes; terminated October 3; return of workers pending conciliation; indefinite.
Structural steel factory workers, Vancouver, B.C.	1	283	3,700	Commenced September 15; for a new agree- ment providing for increased wages and union shop; terminated October 20; negotia- tions; compromise.
Electrical apparatus factory workers, Kitchener, Ont.	1	20	20	Commenced September 30; for increased wages; terminated October 1; negotiations; in favour of workers.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> China and pottery factory workers, Medicine Hat, Alta.	1	75	1,500	Commenced August 12; for increased wages; terminated October 23; return of workers; in favour of employer.
Asbestos products factory workers, St. Lambert, P.Q.	1	75	1,750	Commenced September 25; for increased wages and against alleged discrimination; unterminated.
Chemical factory workers, Palo, Sask.	1	35	35	Commenced September 26; for a union agree- ment providing for increased wages, reduced hours, time and one-half for overtime, etc.; terminated October 1; negotiations; in favour of workers.
CONSTRUCTION— <i>Buildings and Structures—</i> Carpenters, Saint John, N.B.	15	350	6,300	Commenced September 29; for a union agree- ment providing for increased wages as recommended by conciliation board; ter- minated October 23; negotiations; com- promise.
Strikes and Lockouts Commencing During October, 1947				
MINING— Coal miners, brushers, New Waterford, N.S.	1	(3) 72	72	Commenced October 16; dispute over new local contract for brushers; terminated October 17; return of workers; in favour of employer.
MANUFACTURING— <i>Vegetable Foods—</i> Vegetable products factory workers, Port Credit, Ont.	1	160	1,600	Commenced October 20; alleged discrimina- tion in dismissal of union officer; under- minated.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Montreal, P.Q.	14	2,500	45,000	Commenced October 1; for union agreements providing for increased wages, reduced hours, union security, etc.; untermiated; partial return of workers.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1947⁽¹⁾—*Con.*

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During October, 1947— <i>Con.</i>				
Manufacturing— <i>Con.</i> <i>Fur and Leather Products—</i> Leather products factory workers, Montreal, P.Q.	9	550	6,500	Commenced October 6; for new agreements providing for increased wages, reduced hours, union security, etc.; terminated October 24; negotiations; compromise.
Fur processing factory workers, Toronto, Ont.	1	38	38	Commenced October 28; for a union agreement providing for increased wages, reduced hours, payment for statutory holidays, etc.; terminated October 28; negotiations; in favour of workers.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Granby, P.Q.	2	237	1,800	Commenced October 6; for a union agreement providing for increased wages, reduced hours, two weeks' vacations with pay, payment for statutory holidays, etc.; terminated October 15; conciliation, provincial, and return of workers pending certification of union as bargaining agency; indefinite.
Knitting factory workers, Montreal, P.Q.	1	510	8,500	Commenced October 6; inter-union dispute re bargaining agency; untermiated.
<i>Printing and Publishing—</i> Printing plant workers, Elora, Ont.	1	13	13	Commenced October 2; against increased hours per week without increase in wages; terminated October 2; negotiations; in favour of workers.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Whitby, Ont.	1	55	75	Commenced October 8; for increased wages; terminated October 9; negotiations; compromise.
Sawmill workers, Merritt, B.C.	1	95	210	Commenced October 29; for a signed union agreement under negotiations since July 12, 1946; untermiated.
<i>Metal Products—</i> Electrical apparatus factory workers, Toronto, Ont.	1	531	60	Commenced October 2; protesting alleged reduction in piece-work earnings due to change in timing, etc.; terminated October 2; return of workers; in favour of employer.
Metal factory workers, Sarnia, Ont.	1	327	6,200	Commenced October 3; for a new agreement providing for increased wages and payment for statutory holidays, and against time study of operations and methods; untermiated.
Metal factory workers, Belleville, Ont.	1	(4) 221	4,000	Commenced October 6; alleged discrimination in lay-off of 15 workers during transfer of machines to new building; untermiated.
Foundry workers, New Glasgow, N.S.	1	(5) 73	1,200	Commenced October 8; for a new agreement providing for increased wages; untermiated.
Jewelry factory workers, Toronto, Ont.	20	190	750	Commenced October 17; for new agreements providing for increased wages and 40-hour week during year instead of four summer months; terminated October 31; negotiations; compromise.
Farm implement factory workers, Pont Rouge, P.Q.	1	(6) 36	72	Commenced October 21; for increased wages; terminated October 22; conciliation, provincial; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1947⁽¹⁾—*Con.*

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		

Strikes and Lockouts Commencing During October, 1947—Con.

Manufacturing—<i>Conc.</i> Metal Products—<i>Conc.</i> Bicycle and sports equipment factory workers, Weston, Ont.	1	500	2,500	Commenced October 27; for implementation of award of conciliation board providing for increased wages, union security, payment for four statutory holidays, off-shift pre- miums, etc. unterminated.
Foundry workers, Toronto, Ont.	1	40	100	Commenced October 29; for settlement of various grievances; unterminated.
Shipbuilding— Pipefitters, plumbers and joiners, Montreal, P.Q.	1	(7) 329	1,050	Commenced October 17; for a new agreement providing for increased wages; terminated October 22; conciliation, provincial, and return of workers pending settlement; in- definite.
Non-Metallic Minerals, Chemicals, etc.— Chemical factory workers, Bishopric, Sask.	1	84	400	Commenced October 26; for increased wages; unterminated.
CONSTRUCTION— Buildings and Structures— Carpenters, Cornwall, Ont.	1	75	700	Commenced October 10; for a new agreement providing for increased wages and reduced hours; terminated October 21; negotiations; compromise.
Labourers, Port Union, Ont.	1	160	480	Commenced October 14; for a union agree- ment providing for increased wages, two weeks' vacations with pay, transportation allowance, etc.; terminated October 29; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— Electric Railways and Local Bus Lines— Street railway workers, Nanaimo, New Westminster, Vancouver and Victoria, B.C.	4	(8) 2,873	30,000	Commenced October 20; for increased wages and reduced hours; unterminated; work resumed at Nanaimo on October 20.
Water— Seamen, Fort William, Ont.	1	20	20	Commenced October 16; for replacement of fire doors of boilers as a safety measure following mishap; terminated October 16; negotiations; in favour of workers.
TRADE— Retail grocery clerks, Montreal, P.Q.	27	550	400	Commenced October 3; for a union agreement providing for increased wages, union security, and other changes; terminated October 3; conciliation, provincial, and return of workers pending further negotia- tions; indefinite.
Coal handlers, Victoria, B.C.	7	90	125	Commenced October 17; for increased wages; terminated October 20; negotiations; in favour of workers.
SERVICE— Public Administration— Town labourers, Liverpool, N.S.	1	10	60	Commenced October 9; for increased wages; terminated October 18; replacement; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING OCTOBER, 1947⁽¹⁾—*Conc.*

Industry, Occupation and Locality	Number involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During October, 1947— <i>Conc.</i>				
Service— <i>Conc.</i> Business and Personal— Elevator operators and janitors, Vancouver, B.C.	1	18	250	Commenced October 15; for a union agree- ment providing for increased wages; ter- minated October 31; negotiations; in favour of workers.

¹Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

²In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

³370 indirectly affected; ⁴240 indirectly affected; ⁵22 indirectly affected; ⁶17 indirectly affected; ⁷800 indirectly affected; ⁸160 indirectly affected.

Minimum Age for Dangerous Trades in U.S.A.

A minimum age of 18 years came into effect on August 1 in the State of Maine for employment in specified hazardous occupations in manufacturing and mechanical establishments, laundries and bakeries.

Under powers conferred by a 1945 law, the State Commissioner of Labour has made a Hazardous-Occupations Order prohibiting the employment of young persons under 18 as elevator operators, truck drivers, or power-hoist or crane operators; in maintenance work as blacksmiths, beltmen, carpenters, electricians, millwrights, shaftmen, engineers, firemen, or night watchmen; and in other specified occupations in a long list of industries.

The federal Fair Labour Standards Act, 1938, fixes a minimum age of 16 for work in industries engaged in, or producing goods for, interstate commerce but the U.S. Department of Labour has power to declare any occupation to be particularly hazardous, and on such declaration the minimum age becomes 18.

Declared, under this Act, to be hazardous occupations and subject to a minimum age of 18 are manufacture of explosives, driving or helping about motor vehicles, coal mining except for a few surface occupations, logging and sawmilling, operating power-driven wood-working machines, occupations involving exposure to radioactive substances, and operating power-driven hoisting apparatus.

The Logging and Sawmilling Order (No. 4, in effect from August 1, 1941, L.G. 1941, p. 828) is likely to be revised as a result of an investigation with respect to hazards to young workers between 16 and 18. Public hearings are to be held on December 3. The findings of the investigators published as Report No. 4C of the series, "Occupational Hazards to Young Workers," show that certain occupations in logging, not now included in the Order, are sufficiently hazardous to be covered and that others, exempted during the war, are sufficiently non-hazardous to warrant their permanent exception.

Prices, Retail and Wholesale, in Canada, October, 1947

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index rose 2.8 points to 142.2 between September 2 and October 1, 1947, thereby equalling the rise of the previous month. This marks an increase of 41.1 per cent since August, 1939. Substantially higher prices for foods were the principal supporting factors, the index for this series advancing 6.0 points to 171.3 due mainly to higher quotations for bread, flour, butter, bacon and fresh pork. In the homefurnishings and services group a gain of 2.5 to 149.9 was due to increases in laundry rates coupled with firmer quotations for furniture, floor coverings, sheets and towels. Clothing rose 2.2 to 154.2 while rentals advanced 2.1 to 119.9. The increase in the latter series was based upon returns from a one per cent sample survey of urban tenant families across Canada supplemented by information from real estate agents. Fuel and lighting costs averaged 0.8 higher at 121.9 due to increases in coal and coke, while the miscellaneous group moved up 0.1 to 117.6, reflecting higher prices for medicines, personal care items and magazines. These outweighed a drop in automobile tires.

Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities all recorded relatively sharp increases between September and October supported principally by firmer food prices. Smaller increases, however, were noted at most centres for clothing, homefurnishings and services, rents, fuel and light and miscellaneous items. On the base August 1939=100, city index increases were as follows: Saskatoon 3.4 to 144.0; Winnipeg 3.3 to 137.4; Vancouver 3.1 to 141.3; Montreal 2.9 to 145.5; Toronto 2.7 to 140.0; Saint John 2.1 to 139.5, and Halifax and Edmonton each 1.9 to 138.9 and 137.1 respectively.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada, at the date under review.

The prices of the staple food items included in the table are all used in the calculation

of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted, although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

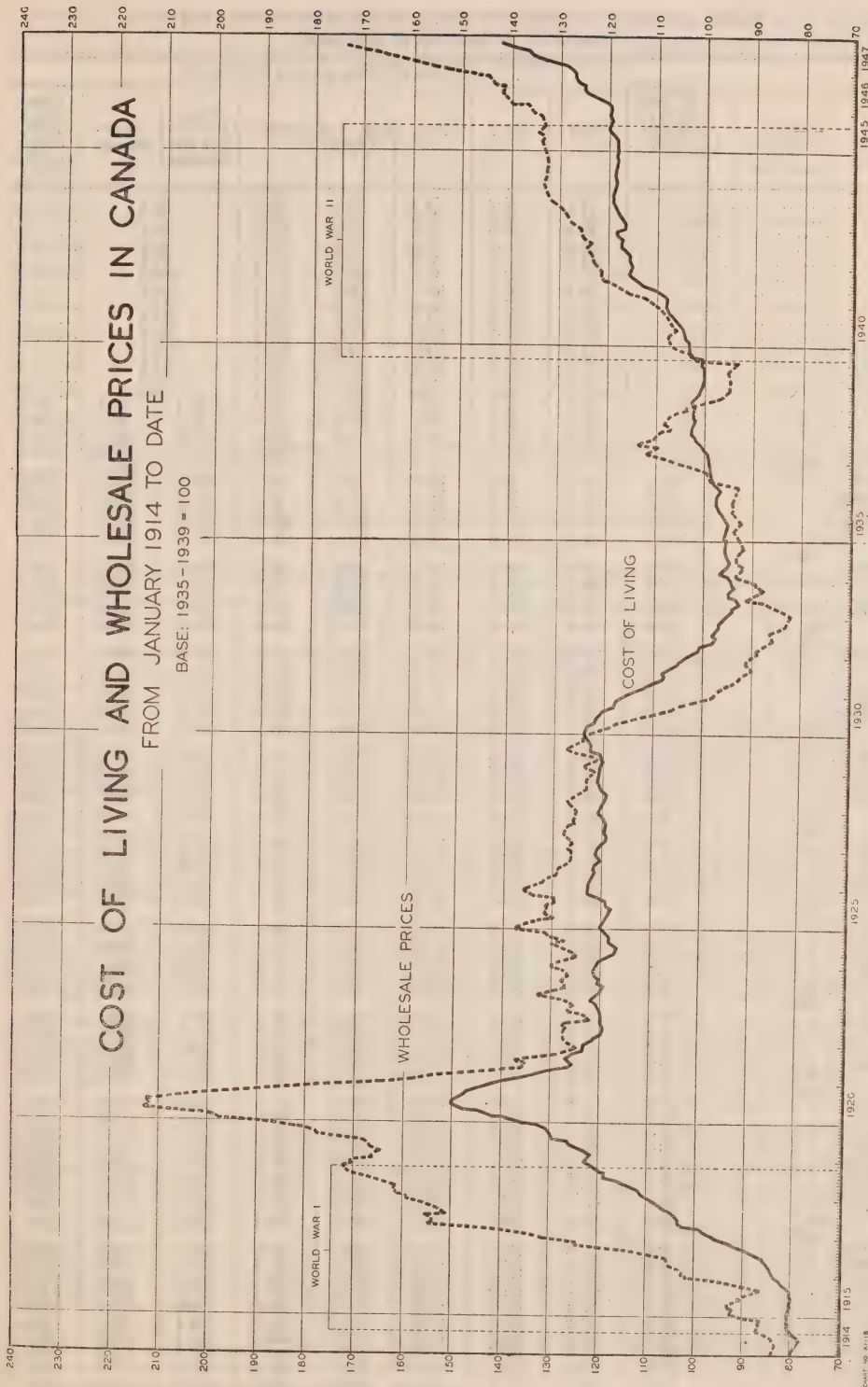
Table III is designed to show the variation in the retail price of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is included in Table I.

COST OF LIVING AND WHOLESALE PRICES IN CANADA

FROM JANUARY 1914 TO DATE

BASE: 1935-1939 = 100



RESEARCH AND STATISTICS BRANCH - GOVERNMENT OF CANADA

CONF. NO. 81-18

TABLE I.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1915.....		80.7	93.7	69.8	73.8	96.4	70.0		
1916.....		87.0	103.9	70.6	75.4	109.8	74.1		
1917.....		102.4	134.3	75.8	83.8	129.1	80.7		
1918.....		115.6	154.2	80.0	92.6	151.0	90.3		
1919.....		126.5	164.8	87.3	100.7	173.6	100.0		
1920.....		145.4	189.5	100.1	120.2	211.9	109.3		
1921.....		129.9	145.5	109.4	128.1	172.6	111.4		
1922.....		120.4	123.3	114.0	122.7	145.7	111.4		
1926.....		121.8	133.3	115.9	116.8	139.1	106.1		
1927.....		119.9	130.8	114.5	114.4	135.6	105.1		
1928.....		120.5	131.5	117.3	113.2	135.5	104.8		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1934.....		95.6	92.7	93.1	102.1	97.1	97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.8	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....									
January 2.....	114.6	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.6
1944.....									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
April 1.....	119.3	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
July 2.....	124.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
September 3.....	124.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
October 1.....	125.5	126.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
November 1.....	126.1	127.1	146.6	113.4	108.6	130.2	128.8	113.9	136.9
December 2.....	126.1	127.1	146.4	113.4	109.2	131.2	129.2	114.1	137.2
Year.....	122.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....									
January 2.....	126.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February 1.....	126.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March 1.....	127.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April 1.....	129.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.2
May 1.....	132.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June 2.....	135.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July 2.....	134.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August 1.....	135.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September 2.....	138.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October 1.....	141.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5

†Commodities in the cost of living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1947*

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	138.9	174.8	108.1	128.9	156.0	140.8	116.7
Saint John.....	139.5	169.6	111.1	122.4	156.1	140.5	116.4
Montreal.....	145.5	181.9	116.2	122.7	150.1	154.1	113.5
Toronto.....	140.0	166.9	116.5	133.8	158.3	147.1	118.6
Winnipeg.....	137.4	168.4	114.4	117.6	147.4	147.3	114.8
Saskatoon.....	144.0	177.7	121.9	126.2	154.1	149.4	116.0
Edmonton.....	137.7	174.2	107.7	108.4	155.4	144.1	115.8
Vancouver.....	141.3	175.0	112.1	130.9	155.7	141.5	116.4

* Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE III.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August, 1939=100)

Dominion Average Retail Price Relatives With Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Aug. 1939	Dec. 1941	Mar. 1946	June 1946	Sept. 1946	Dec. 1946	Mar. 1947	June 1947	Aug. 1947	Sept. 1947	Oct. 1947	Price Oct. 1947
Beef, sirloin steak.....	lb.	100.0	120.7	155.2	156.6	163.8	163.8	166.7	176.0	177.1	177.1	177.1	49.4
Beef, round steak.....	lb.	100.0	125.7	167.9	170.0	177.6	177.6	180.6	192.4	193.2	193.2	193.7	45.9
Beef, rib roast.....	lb.	100.0	125.5	175.2	177.4	186.1	186.1	188.7	202.2	202.2	202.2	203.0	46.7
Beef, shoulder.....	lb.	100.0	132.7	162.3	163.5	169.2	169.2	172.3	188.1	188.7	188.7	189.3	30.1
Beef, stewing, boneless.....	lb.	100.0	136.7	169.0	169.8	173.5	173.5	177.9	195.5	196.2	196.2	197.0	26.9
Veal, front roll, boneless.....	lb.	100.0	139.3	173.4	174.6	174.0	175.7	175.1	174.6	175.7	176.3	177.5	30.0
Lamb, leg roast.....	lb.	100.0	109.9	152.8	156.0	162.0	156.0	156.3	157.7	170.1	170.8	171.5	48.7
Pork, fresh loins, centre-cut.....	lb.	100.0	125.3	144.6	160.8	163.0	163.3	172.9	172.9	173.3	176.2	179.9	48.9
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	144.4	163.3	164.3	165.4	176.4	177.4	177.4	181.6	188.5	35.9
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	142.5	160.9	162.7	162.7	180.0	180.9	180.9	185.3	190.3	60.7
Lard, pure.....	lb.	100.0	151.3	160.5	176.3	178.1	178.1	239.5	242.1	242.1	242.1	242.1	27.6
Shortening, vegetable.....	lb.	100.0	134.7	137.5	140.3	141.0	141.0	212.5	216.0	216.0	216.7	216.7	31.2
Eggs, grade "A" large.....	doz.	100.0	156.4	144.1	144.1	178.3	175.1	146.2	147.8	157.1	188.6	186.9	58.2
Milk.....	qt.	100.0	111.0	96.3	114.7	114.7	139.4	139.4	139.4	139.4	139.4	139.4	15.2
Butter, creamery, prints.....	lb.	100.0	140.5	149.1	161.5	164.8	164.8	164.8	199.3	206.6	237.4	242.9	66.3
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	100.0	174.6	166.3	168.3	168.7	170.7	173.6	176.6	181.1	181.8	185.6	24.8
Bread, plain, white, wrapped.....	lb.	100.0	106.5	106.3	106.3	106.3	107.9	107.9	107.9	107.9	107.9	144.4	9.1
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	127.3	127.3	178.8	5.9
Rolled oats, package.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	129.8	134.6	136.2	140.9	8.9
Corn Flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	102.2	105.4	106.5	108.7	122.8	11.3
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	100.0	129.9	137.7	138.7	143.5	146.0	170.8	170.8	171.7	172.6	195.3	20.7
Peas, canned, 2's.....	tin	100.0	117.5	121.7	121.7	128.7	130.8	132.5	132.5	134.2	138.8	143.3	17.2
Corn, canned, 2's.....	tin	100.0	128.3	132.7	132.7	135.4	145.1	146.9	147.8	149.6	150.4	167.3	18.9
Beans, dry.....	lb.	100.0	129.4	135.3	137.3	137.3	162.7	174.5	178.4	182.4	178.4	194.1	9.9
Onions.....	lb.	100.0	108.2	138.8	163.3	144.9	130.6	142.9	163.7	179.6	153.1	132.7	6.5
Potatoes.....	15 lbs.	100.0	89.9	155.5	184.8	151.5	126.8	130.2	152.7	207.6	171.0	156.1	51.2
Prunes, bulk.....	lb.	100.0	115.8	134.2	137.7	143.0	144.7	171.1	176.3	176.3	175.4	176.3	20.1
Raisins, seedless, bulk.....	lb.	100.0	104.0	121.2	129.1	125.8	125.2	168.2	172.2	140.4	138.4	136.4	20.6
Oranges.....	doz.	100.0	132.5	147.1	161.1	151.5	154.6	132.1	134.1	124.6	134.8	134.8	39.4
Lemons.....	doz.	100.0	111.3	147.7	145.5	143.1	149.5	136.9	138.2	144.9	170.8	165.8	53.9
Jam, strawberry, 16 oz.....	jar	100.0	111.3	116.3	125.4	135.2	140.0	141.9	148.0	151.6	152.8	154.7	25.4
Peaches, 20 oz.....	tin	100.0	101.5	105.1	106.6	112.2	125.4	128.4	130.5	132.5	134.5	150.3	29.6
Marmalade, orange, 16 oz.....	jar	100.0	118.3	129.6	131.8	133.3	134.0	135.5	137.0	139.9	142.1	144.3	19.6
Corn Syrup, 2 lb.....	tin	100.0	138.0	158.2	159.4	171.7	178.7	180.4	179.9	177.5	176.9	196.8	33.7
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	147.7	147.7	147.7	147.7	9.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	150.8	152.4	152.4	152.4	9.6
Coffee.....	lb.	100.0	141.6	131.7	132.0	133.1	133.7	145.9	146.7	147.6	154.1	162.7	55.0
Tea, black, $\frac{1}{2}$ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	149.0	149.3	150.3	167.7	172.8	50.8

* Descriptions and units of sale apply to October, 1947 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolls, outs, package, per lb.	Corn flakes, 8 oz. package
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	49-0	46-3	44-3	32-2	30-6	....	48-0	50-5	38-0	....	28-4	31-9	55-7	14-0	67-7	26-2	9-3	6-2	8-2	11-7
Nova Scotia—																				
2—Halifax.....	50-9	47-7	44-5	31-1	26-7	24-3	50-0	50-7	36-4	61-3	29-0	31-9	61-8	15-0	68-5	25-5	9-6	6-2	10-4	12-7
3—New Glasgow.....	52-6	49-8	49-7	32-7	27-8	....	52-1	52-7	38-1	60-3	28-9	31-6	62-1	15-0	67-2	26-0	9-7	5-8	8-6	11-7
4—Sydney.....	52-0	47-3	....	32-3	29-3	..	54-0	51-0	....	63-3	28-6	31-8	64-7	16-0	69-0	27-2	9-3	5-5	9-5	12-6
5—Truro.....	51-3	48-3	47-5	31-7	28-7	....	51-4	50-3	....	62-3	30-0	30-7	59-7	14-0	67-1	25-0	9-4	5-8	9-3	10-9
New Brunswick—																				
6—Fredericton.....	53-1	49-7	49-0	31-5	28-3	31-0	49-5	47-3	35-8	61-0	29-0	31-6	56-5	15-0	69-0	25-9	10-0	6-0	7-7	13-1
7—Moncton.....	50-8	47-7	49-5	30-6	28-6	....	50-9	49-0	37-1	62-0	28-5	31-1	60-1	15-0	68-6	26-4	9-3	6-0	9-9	13-1
8—Saint John.....	51-9	48-6	43-7	30-6	26-9	30-0	50-8	51-1	35-9	62-3	28-3	31-9	62-0	16-0	68-3	26-3	9-3	6-2	8-3	12-2
Quebec—																				
9—Chicoutimi.....	48-3	47-2	48-0	33-7	26-3	....	....	47-0	39-7	62-3	29-5	....	....	15-0	64-7	26-5	10-0	6-3	....	13-0
10—Hull.....	45-7	43-6	45-1	30-8	25-7	30-4	49-7	46-2	34-2	59-2	27-9	30-3	61-8	15-0	63-0	23-5	8-3	5-8	9-1	10-8
11—Montreal.....	48-8	45-0	46-9	30-5	27-0	29-6	49-4	47-3	36-2	61-0	29-1	31-2	63-8	15-5	65-2	24-4	8-0	5-9	9-5	11-7
12—Quebec.....	49-8	46-3	48-7	30-9	25-9	30-3	46-9	43-5	36-3	57-9	28-5	31-1	60-4	15-0	65-1	24-8	8-1	5-9	9-3	11-7
13—Saint Hyacinthe.....	43-3	39-7	40-0	29-9	23-8	....	....	45-2	34-8	56-0	27-4	30-1	58-4	14-0	64-3	23-9	7-5	5-8	9-6	11-1
14—Saint Johns.....	50-3	43-7	47-3	31-7	31-3	....	....	....	....	63-5	29-0	31-3	60-7	14-0	66-3	25-3	7-3	5-9	9-8	12-9
15—Sherbrooke.....	51-7	47-6	44-9	31-7	27-3	33-8	44-7	46-5	33-8	56-8	27-1	31-0	61-4	15-0	65-1	24-4	9-5	6-0	9-3	11-3
16—Sorel.....	48-3	44-0	45-6	29-6	26-2	....	....	46-3	35-0	61-0	28-7	31-0	56-6	14-0	64-6	24-4	7-5	6-1	9-4	12-8
17—Thetford Mines.....	45-7	44-3	....	....	24-3	....	....	....	33-5	47-0	....	30-5	57-1	14-0	64-6	23-7	8-5	5-7	7-9	12-9
18—Three Rivers.....	47-9	44-8	42-8	31-4	25-5	31-7	....	44-5	34-2	59-1	28-8	29-9	58-8	15-0	62-9	23-6	7-6	5-8	9-3	11-4
Ontario—																				
19—Belleville.....	50-4	46-8	49-0	29-4	27-0	28-3	46-2	48-2	35-0	62-7	27-9	30-8	54-5	15-0	65-7	23-4	8-7	5-5	8-5	11-7
20—Brantford.....	50-7	47-3	47-9	30-7	27-0	30-8	49-8	51-2	36-8	61-6	27-6	30-9	59-2	15-0	65-7	24-9	8-3	6-0	8-9	11-2
21—Brockville.....	52-7	48-6	50-7	31-8	27-6	....	50-2	48-6	36-1	62-8	27-6	29-8	58-3	15-0	64-9	24-8	8-7	5-7	9-1	11-2
22—Chatham.....	49-0	45-6	47-8	29-9	26-9	....	49-0	50-1	37-1	61-3	27-1	31-2	54-4	15-0	65-9	22-9	8-5	5-5	8-0	10-6
23—Cornwall.....	51-6	48-3	49-7	30-6	30-3	....	....	49-7	38-1	62-4	27-9	30-6	58-0	15-0	65-3	24-1	8-1	6-4	8-1	10-7
24—Fort William.....	48-2	44-6	45-7	28-8	27-0	....	....	....	....	59-2	27-5	30-0	62-1	16-0	65-8	25-0	9-3	5-9	8-6	10-8
25—Galt.....	50-0	47-0	48-2	29-8	26-0	....	50-7	51-3	36-3	63-3	28-0	30-7	55-6	15-0	66-2	23-8	8-5	5-8	9-1	11-3
26—Guelph.....	50-5	46-7	48-6	30-4	28-0	35-5	51-2	52-0	38-0	61-8	27-4	30-8	56-3	15-0	66-6	23-6	8-2	5-7	9-1	11-1
27—Hamilton.....	49-4	46-1	48-4	30-5	27-4	30-8	50-3	50-6	35-6	62-7	27-5	31-0	60-2	16-0	66-8	24-1	8-2	5-9	9-4	11-4
28—Kingston.....	51-4	46-6	48-3	30-0	26-8	32-8	49-2	49-0	33-9	59-9	27-3	30-7	58-1	15-0	65-5	23-8	8-4	5-9	9-1	11-1
29—Kitchener.....	49-7	46-0	49-4	29-9	26-7	32-2	47-7	50-6	35-5	61-8	27-3	30-6	56-5	15-0	66-0	23-9	8-7	5-8	8-7	10-7
30—London.....	50-1	46-0	47-9	31-0	26-9	32-2	51-3	50-4	34-7	61-9	27-3	30-7	56-0	15-0	66-1	24-0	8-4	5-4	8-9	11-2
31—Niagara Falls.....	48-1	44-5	47-0	28-8	25-3	....	49-0	49-7	35-4	62-2	27-2	30-6	59-3	15-5	67-0	24-8	8-3	6-4	9-3	11-9
32—North Bay.....	50-7	47-5	49-0	30-7	27-8	....	51-5	51-0	37-7	62-2	28-0	31-4	62-7	16-0	67-5	25-0	9-3	6-1	9-9	11-7
33—Oshawa.....	49-2	47-4	50-4	29-9	26-7	....	....	50-0	36-3	62-3	27-5	30-3	59-3	15-0	65-3	23-9	8-3	5-9	8-5	11-4

COAL AND RENTALS BY CITIES, OCTOBER, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per 1 lb. package	Coal		Rent (a)	
Tomatoes, choice, 2 1/2's (28 oz.), per tin	Pears, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
19-4	16-9	17-3	9-9	6-1	42-7	20-1	22-9	46-1	68-6	50-2	29-0	41-4	34-6	9-7	9-2	63-1	49-5	.....	14-63	25-00-29-00(b)	1
18-9	17-8	17-5	10-7	5-1	46-3	18-6	20-2	46-8	56-6	52-9	.....	41-8	36-6	9-5	9-4	59-5	50-0	.....	15-87	28-00-32-00	2
.....	16-3	.....	10-4	5-7	51-3	21-2	19-3	45-1	56-8	51-0	.....	41-9	37-2	9-5	9-6	59-9	50-0	.....	.....	16-00-20-00	3
18-3	17-4	17-1	10-1	6-1	54-7	20-5	21-8	47-5	72-0	52-5	32-7	43-3	33-8	9-8	9-7	59-7	50-4	.....	10-20	20-50-24-50(b)	4
18-7	17-0	17-5	11-4	5-4	50-2	21-1	19-9	42-2	65-0	51-8	.....	42-1	34-8	9-6	9-7	60-4	52-6	.....	13-00	.....	5
.....	18-2	.....	9-0	5-7	47-5	17-2	22-9	47-1	57-6	51-7	31-7	42-6	37-7	9-5	9-4	63-1	49-9	.....	15-50	21-00-25-00(b)	6
22-4	17-5	17-5	9-0	5-7	41-6	17-1	20-3	40-9	63-9	52-5	.....	40-5	35-4	10-0	10-0	58-7	49-5	.....	14-80	27-00-31-00(b)	7
21-8	17-5	17-3	9-6	5-5	44-2	18-1	20-5	44-7	57-2	50-4	29-6	41-0	36-4	9-6	9-4	58-6	49-7	.....	15-50	21-00-25-00(b)	8
21-7	16-2	17-7	10-2	9-3	49-2	15-0	23-0	49-8	59-0	54-2	.....	.....	36-5	9-7	9-2	65-2	52-9	21-00	.....	.....	9
20-5	15-6	.....	10-8	7-4	52-1	18-6	22-0	34-5	54-2	49-3	32-0	37-1	34-0	9-3	9-1	53-3	52-1	20-00	.....	16-50-20-50	10
21-3	17-2	18-1	11-6	7-7	49-0	20-4	20-4	39-3	49-8	48-5	30-2	39-0	34-2	9-0	9-0	57-5	52-7	20-75	.....	24-50-28-50(b)	11
24-2	18-1	19-3	10-6	8-4	47-5	21-5	22-2	37-2	56-7	48-7	33-0	42-3	38-3	9-1	9-0	55-4	52-1	19-25	.....	29-00-33-00(b)	12
18-9	16-5	16-4	11-5	8-0	52-2	19-0	23-3	42-2	48-6	49-3	32-2	36-9	35-5	9-0	8-9	52-5	51-0	19-75	.....	.....	13
21-6	20-0	18-8	10-4	8-3	56-1	21-0	21-5	47-0	53-8	49-5	.....	40-8	34-0	9-0	8-9	53-7	51-8	19-50	.....	.....	14
21-9	17-0	21-4	10-4	7-2	47-6	20-9	22-5	34-9	51-1	50-4	35-0	41-3	37-3	9-0	9-1	54-8	52-2	21-35	.....	21-50-25-50(b)	15
19-4	16-4	17-8	11-1	9-3	48-8	19-4	22-1	42-7	53-0	50-5	35-5	40-4	37-5	9-0	8-7	55-4	51-8	19-75	.....	.....	16
22-7	16-2	17-1	10-6	8-1	47-2	20-8	23-0	47-9	55-0	50-8	28-7	39-7	39-7	9-0	8-7	57-3	49-5	22-00	.....	.....	17
18-8	16-0	17-0	10-9	7-5	49-5	20-1	23-8	43-3	50-4	50-3	29-0	39-4	38-3	9-3	9-0	58-2	53-0	18-50	.....	21-00-25-00(b)	18
17-3	16-5	.....	8-6	6-0	53-4	19-3	22-3	38-4	53-7	49-7	28-3	37-3	34-1	9-4	9-3	53-0	51-8	18-10	.....	.....	19
18-3	17-2	20-0	10-1	6-2	49-7	21-2	19-3	37-6	49-7	48-6	.....	35-6	33-6	9-3	9-3	54-8	51-1	19-50	.....	22-50-26-50	20
22-9	16-7	.....	.....	7-3	53-1	22-0	.....	37-6	58-4	.....	.....	39-4	34-4	9-2	9-1	53-1	51-2	19-50	.....	.....	21
19-3	17-3	.....	11-5	5-9	46-6	20-2	19-6	32-6	56-0	49-0	27-7	37-2	31-3	9-7	9-7	53-5	50-3	20-00	.....	23-00-27-00	22
21-2	18-2	.....	.....	6-9	53-3	18-0	19-3	34-4	52-0	50-7	34-0	38-2	33-3	9-1	9-1	52-1	51-3	20-50	.....	.....	23
.....	16-1	16-4	8-5	6-3	53-0	20-7	21-6	39-6	51-5	48-5	26-9	40-8	30-5	9-8	9-8	52-2	49-2	.....	19-80	28-50-32-50	24
20-5	17-2	22-1	8-7	5-9	47-0	20-7	19-7	35-6	50-6	46-5	31-4	35-0	31-5	9-3	9-1	54-1	52-2	20-25	.....	25-50-29-50	25
22-1	17-7	21-6	9-5	5-8	53-7	20-4	20-1	35-1	55-2	48-2	28-7	36-7	33-1	9-5	9-4	52-5	52-1	19-50	.....	24-00-28-00	26
17-7	17-0	.....	11-4	6-0	53-3	19-9	19-1	44-8	56-9	49-6	28-8	36-3	34-3	9-1	9-1	54-1	51-9	18-75	.....	28-50-32-50	27
17-8	17-0	20-6	8-3	7-0	53-0	21-3	19-8	38-8	56-5	49-3	28-0	38-5	32-2	9-1	9-0	54-1	51-1	19-50	.....	32-00-36-00	28
21-1	17-4	19-7	9-7	5-8	47-8	20-9	20-5	40-7	53-5	47-8	31-1	36-4	33-3	9-5	9-4	51-8	52-7	19-50	.....	30-00-34-00	29
20-2	17-5	20-1	8-1	5-8	50-5	19-8	19-4	36-6	58-5	48-4	28-3	36-9	34-5	9-4	9-2	55-4	51-0	20-00	.....	27-50-31-50	30
17-7	16-2	.....	8-3	5-3	47-4	20-0	19-0	35-5	49-2	48-0	27-8	38-3	31-5	9-4	9-6	53-9	51-5	18-75	.....	28-50-32-50	31
.....	18-4	.....	8-5	6-6	53-3	.....	20-2	40-5	55-3	52-0	.....	39-9	34-2	10-0	9-9	59-7	53-0	20-50	.....	23-00-27-00	32
19-1	16-1	22-3	.....	5-4	48-2	22-2	18-5	42-6	50-6	48-8	.....	37-7	33-1	9-6	9-3	56-4	52-1	19-50	.....	27-50-31-50	33

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," large, per dozen	Milk, per quart	Butter, creamery, printa, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
34—Ottawa.....	49.5	46.5	48.4	29.9	26.8	30.1	49.1	49.6	35.2	61.0	28.2	30.3	61.8	15.0	64.8	24.4	8.4	6.1	9.2	11.7
35—Owen Sound.....	49.9	46.1	48.1	30.3	26.6	.....	.....	51.0	36.9	60.9	27.5	30.9	54.5	15.0	66.4	23.4	8.7	5.6	7.6	10.8
36—Peterborough.....	50.3	46.7	47.9	30.3	27.3	32.0	50.6	50.2	34.9	60.6	27.2	30.5	54.3	15.0	65.1	24.4	8.0	5.3	9.4	10.4
37—Port Arthur.....	49.2	45.4	46.1	29.2	27.2	.....	49.8	50.6	38.3	64.7	27.6	30.2	63.2	16.0	66.3	25.6	9.3	6.3	7.8	10.5
38—Saint Catharines.....	49.4	45.9	48.3	31.0	27.3	31.0	.....	51.7	35.2	62.8	27.7	31.1	60.8	15.5	66.4	24.4	8.1	6.2	8.9	11.6
39—Saint Thomas.....	50.0	46.8	48.7	30.8	27.5	31.4	48.3	52.2	37.0	61.7	27.5	30.7	57.4	15.0	67.1	24.4	8.2	5.6	9.2	11.2
40—Sarnia.....	51.1	46.3	48.5	31.4	27.3	.....	.....	51.0	36.6	61.2	27.4	31.5	57.7	15.0	66.3	24.1	8.7	5.7	9.2	10.2
41—Sault Ste. Marie.....	50.4	46.3	45.3	30.1	27.1	.....	49.5	49.2	37.0	59.2	27.9	30.1	62.9	16.0	67.1	24.3	8.7	5.9	9.0	10.2
42—Stratford.....	47.8	45.0	47.6	30.4	26.6	.....	47.0	49.0	34.5	61.5	27.9	31.7	54.6	15.0	65.8	23.9	8.3	5.1	9.4	11.4
43—Sudbury.....	48.3	45.3	45.1	32.1	27.4	30.0	.....	48.0	37.4	61.0	27.9	31.0	63.1	16.0	66.1	24.4	9.3	6.5	9.0	11.5
44—Timmins.....	49.5	45.6	47.6	29.5	27.2	29.6	48.9	49.1	.....	61.0	27.8	30.7	62.8	17.0	66.9	25.1	9.7	5.9	9.4	10.1
45—Toronto.....	50.1	46.6	49.2	30.9	27.0	30.6	50.5	51.7	36.2	62.0	28.0	30.5	60.9	16.0	66.4	23.5	8.1	6.0	9.0	11.6
46—Welland.....	49.2	46.4	45.5	29.6	25.8	28.0	.....	50.5	36.7	61.0	27.8	30.8	59.2	16.0	66.3	24.2	8.7	6.0	9.0	10.8
47—Windsor.....	49.5	46.0	48.1	30.6	27.2	.....	50.2	50.6	36.8	60.5	27.2	30.3	58.8	16.0	66.5	23.9	8.7	5.5	9.1	10.5
48—Woodstock.....	50.3	47.5	47.7	31.0	28.3	.....	.....	51.3	37.5	61.3	27.5	31.6	55.8	15.0	65.7	24.3	8.2	5.2	8.7	11.0
Manitoba—																				
49—Brandon.....	48.2	44.0	45.7	27.8	26.0	.....	48.0	49.2	36.7	59.4	25.4	31.8	55.3	13.0	64.7	25.1	8.9	6.0	6.7	10.0
50—Winnipeg.....	47.7	43.4	40.4	28.0	25.9	28.4	45.9	48.9	36.2	60.1	25.3	.....	60.0	14.0	64.3	24.9	9.2	5.9	8.8	10.7
Saskatchewan—																				
51—Moose Jaw.....	45.6	42.2	41.8	27.0	24.2	.....	45.0	45.2	32.6	59.7	25.3	33.8	56.7	14.0	65.1	25.5	9.1	6.0	7.8	10.3
52—Prince Albert.....	43.4	41.6	41.0	26.8	24.4	28.0	43.3	43.0	30.7	57.3	25.8	32.4	53.6	14.5	65.7	25.0	8.4	6.1	8.1	10.3
53—Regina.....	45.9	42.8	43.0	26.6	24.2	29.0	46.4	45.9	33.1	58.7	25.6	33.7	56.0	14.0	64.8	25.8	9.0	6.2	7.2	10.1
54—Saskatoon.....	47.5	43.5	44.5	27.9	25.2	28.0	45.4	47.0	35.5	60.0	25.5	32.6	54.1	14.5	65.4	24.6	9.0	5.8	7.7	10.9
Alberta—																				
55—Calgary.....	47.4	43.8	44.6	27.4	25.7	27.1	45.0	46.2	.....	61.8	25.0	31.1	55.0	14.0	65.2	25.0	9.6	6.2	7.6	11.1
56—Drumheller.....	47.6	43.4	43.5	26.6	23.6	.....	.....	47.3	35.0	58.4	26.3	32.2	53.8	14.0	66.3	25.2	10.4	6.4	11.6	10.7
57—Edmonton.....	47.6	42.5	43.5	27.5	26.8	26.5	43.5	46.0	33.1	56.9	25.2	32.4	53.1	14.0	65.5	25.1	8.8	5.9	8.3	11.5
58—Lethbridge.....	47.3	44.0	41.3	26.7	26.3	27.3	.....	47.0	33.0	60.0	25.2	32.1	54.4	14.0	65.0	24.8	10.2	5.7	7.5	10.2
British Columbia—																				
59—Nanaimo.....	53.2	48.9	51.4	30.4	27.6	.....	50.7	.....	.....	63.7	30.0	.....	52.4	17.0	70.3	27.1	12.0	6.3	8.9	11.1
60—New Westminster.....	50.5	46.0	47.9	28.7	26.6	28.7	48.6	50.3	.....	59.7	28.5	31.2	51.7	14.0	68.9	25.8	11.0	6.2	9.3	10.4
61—Prince Rupert.....	51.3	47.5	50.3	29.0	27.0	.....	50.0	.....	.....	59.2	28.5	33.7	60.9	19.0	71.1	28.6	13.0	6.4	10.2	10.9
62—Trail.....	50.1	45.7	47.5	29.0	27.0	29.7	47.6	49.0	37.3	60.1	27.0	33.5	62.5	17.0	67.8	26.3	12.0	6.9	8.6	10.4
63—Vancouver.....	51.1	46.2	48.9	29.6	26.9	28.7	49.5	49.8	37.9	62.8	28.3	31.1	52.0	14.0	68.6	25.7	11.2	6.3	8.8	11.7
64—Victoria.....	50.4	47.1	48.8	29.4	26.9	30.1	49.3	50.5	37.3	63.2	28.7	31.7	52.8	15.0	69.0	25.7	10.7	5.9	9.3	11.1

COAL AND RENTALS BY CITIES, OCTOBER 1947

Canned Vegetables																			Sugar				Coal			
Tomatoes, choice, 2½'s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Anthracite, per ton	Bituminous, per ton	Rent (a)						
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.		\$	\$						
21-8	16-8	18-8	10-2	7-5	53-8	21-6	20-1	33-6	51-1	50-0	32-2	40-2	35-9	9-2	9-1	54-3	51-4	20-00	.....	33-00-37-00	34				
.....	17-1	.....	8-1	5-7	46-7	19-8	19-2	39-7	58-8	49-1	.....	39-4	31-6	9-4	9-3	56-8	52-4	19-50	.....	18-50-22-50	35		
17-3	16-0	.....	8-1	5-5	44-0	21-9	19-5	37-6	54-3	49-0	31-0	40-0	32-8	9-5	9-5	53-2	51-7	20-50	.....	27-50-31-50	36			
20-7	16-9	16-6	9-8	6-1	51-3	21-1	23-3	33-9	54-7	49-7	27-2	41-0	32-0	9-8	9-7	53-3	49-4	.....	19-40	24-00-28-00	37				
18-0	17-6	.....	8-4	5-2	54-2	20-9	20-0	34-1	53-6	48-1	26-0	35-8	33-9	9-3	9-4	55-0	51-8	19-50	.....	28-00-32-00	38			
21-0	17-9	17-7	11-4	6-3	50-5	20-0	20-0	45-2	55-1	52-0	30-7	40-4	35-2	9-7	9-6	55-6	52-6	19-50	.....	22-00-26-00	39				
21-1	17-4	18-7	9-4	6-2	46-3	20-7	21-6	44-0	53-8	50-5	29-8	37-9	30-9	9-8	9-8	55-0	52-0	20-00	.....	.....	40			
.....	17-9	23-0	8-0	6-4	53-3	18-8	19-2	34-0	60-0	50-3	.....	38-7	33-7	9-7	9-5	48-2	50-8	21-00	.....	24-00-28-00	41			
17-3	17-3	.....	8-0	6-1	50-0	20-0	19-0	37-5	56-9	48-4	29-8	37-3	33-7	9-6	9-6	54-7	51-8	19-50	.....	22-00-26-00	42			
18-8	16-1	.....	9-5	6-2	49-7	20-9	22-1	35-9	57-1	50-0	.....	38-0	34-0	9-9	9-7	56-3	50-5	21-05	.....	30-00-34-00	43		
19-0	17-0	19-6	11-4	6-6	60-4	20-1	19-6	35-0	57-9	53-0	.....	39-5	33-1	9-8	9-8	50-9	50-9	22-00	.....	30-00-34-00	44			
20-9	17-3	.....	10-3	5-4	49-8	20-4	19-0	34-2	50-8	47-5	29-8	36-8	33-7	9-1	9-0	55-6	52-0	18-85	.....	34-00-38-00	45			
17-3	16-6	19-7	9-0	5-1	48-7	20-1	19-0	33-9	48-7	47-0	26-6	35-7	31-6	9-2	9-3	49-7	51-3	18-80	.....	.....	46			
18-3	17-8	16-6	8-8	5-8	46-4	20-2	18-8	36-3	49-0	50-6	29-6	36-3	33-1	9-5	9-3	54-4	51-3	20-00	.....	27-00-31-00	47				
22-3	17-0	22-0	12-3	5-7	42-8	19-6	18-6	33-9	50-5	48-6	.....	38-5	31-9	9-6	9-5	53-6	51-5	19-50	.....	.....	48		
.....	18-0	19-1	.....	7-2	48-4	21-1	21-0	41-1	53-3	.....	32-3	43-6	31-0	10-3	10-1	53-7	47-9	.....	14-25	23-50-27-50	49		
19-1	18-2	18-9	10-3	6-1	39-6	20-0	19-7	38-3	48-3	56-3	27-4	40-0	31-4	10-0	10-0	48-5	48-8	.....	15-30	29-00-33-00	50				
24-5	17-0	19-0	10-1	5-6	55-8	.....	19-3	42-4	47-0	.....	29-7	39-3	35-5	10-6	10-6	53-5	49-3	.....	12-50	25-50-29-50	51		
19-7	17-9	18-8	10-3	7-3	52-1	22-3	20-9	42-5	49-7	47-5	29-1	41-6	.....	11-0	10-8	50-8	51-5	.....	12-60	21-00-25-00	52			
24-0	19-0	18-7	9-5	6-5	51-1	20-4	20-8	36-0	45-3	61-0	28-5	41-4	33-4	10-9	10-9	55-1	52-3	.....	13-60	30-00-34-00	53				
21-9	18-4	19-1	10-9	6-0	49-6	21-0	21-4	36-9	50-5	48-8	27-3	40-4	30-8	11-0	11-1	54-6	48-1	.....	12-40	24-00-28-00	54				
23-6	17-1	18-0	10-1	6-2	63-6	20-1	20-7	38-2	57-2	53-2	27-5	39-3	33-9	10-1	10-6	53-8	48-5	.....	10-25	27-00-31-00	55				
22-4	17-9	18-8	10-4	6-5	63-0	20-3	23-8	41-7	58-6	59-2	29-2	39-8	35-0	10-8	11-1	53-6	49-1	.....	.....	23-50-27-50	56			
23-3	16-2	18-1	11-3	6-5	46-9	21-7	22-3	40-8	48-6	57-2	27-5	40-9	28-6	10-1	10-4	54-4	48-3	.....	7-60	26-00-30-00	57				
21-5	17-2	18-1	9-5	7-3	54-2	20-1	20-7	41-0	57-3	.....	28-2	41-9	31-0	10-4	11-0	51-7	49-4	.....	7-00	24-00-28-00	58			
24-6	17-7	.....	11-3	7-0	60-0	20-6	21-2	40-0	45-0	59-3	30-2	39-0	31-0	9-9	10-4	51-9	48-1	.....	.....	18-00-22-00	59		
21-9	16-9	18-4	.....	6-5	55-9	19-2	19-5	34-3	42-5	53-7	27-9	39-0	27-0	9-0	8-9	52-3	48-9	.....	15-45	21-00-25-00	60			
26-8	19-0	21-9	10-2	7-6	61-3	20-8	19-2	41-5	53-1	46-3	32-0	41-4	32-3	9-9	9-7	55-1	47-6	.....	17-25	20-00-24-00	61				
.....	17-9	19-5	.....	7-3	68-2	18-5	20-0	40-7	58-7	.....	.....	38-7	35-7	10-0	9-8	54-3	49-3	.....	13-50	23-00-27-00	62	
23-7	16-8	.....	.....	6-5	61-1	18-9	20-2	35-2	41-8	56-6	26-6	35-8	31-8	9-1	9-2	53-8	47-7	.....	15-45	26-50-30-50	63		
23-3	16-9	20-0	.....	7-3	59-8	19-7	21-2	33-7	44-7	56-5	27-5	38-7	.....	9-9	9-7	56-3	49-6	.....	15-90	23-00-27-00	64		

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and periodic sample surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	July 1947	August 1947	September 1947
All commodities.....	61.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.0	103.6	108.7	129.1	130.8	133.8
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	113.5	115.0	122.1
II Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	109.0	59.4	74.6	92.1	107.9	114.5	129.4	131.6	135.9
III Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	100.0	91.3	69.7	70.0	91.0	91.8	97.0	132.2	134.1	134.2
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	132.3	165.0	165.8	166.3
V Iron and Its Products.....	68.9	156.9	165.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	135.0	136.8	136.8
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	64.3	71.3	77.7	79.8	88.0	132.5	133.0	134.6
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	114.4	117.3	117.5
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	110.8	110.4	112.6
Classified according to purpose—														
I Consumers' Goods	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	117.5	118.9	121.6
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	120.5	121.7	129.0
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.0	91.1	76.0	77.2	92.2	94.6	96.8	115.5	117.1	116.6
II Producers' Goods.....	67.7	133.3	164.8	98.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	129.4	131.4	135.0
Producers' Equipment.....	55.1	81.9	108.6	104.1	100.0	94.6	60.0	95.4	105.7	119.1	121.2	131.5	136.2	136.2
Producers' Materials.....	69.1	139.0	171.0	98.2	100.0	96.3	66.5	67.6	81.1	98.7	104.0	129.2	130.9	134.0
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	127.3	134.8	165.5	167.7	170.8
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.0	95.9	57.5	63.9	76.6	93.8	98.8	123.1	124.7	128.8
Classified according to origin—														
I Farm.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	111.5	112.5	118.7
A. Field.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	111.5	112.5	118.7
B. Animal.....	70.1	129.0	146.0	95.9	100.0	105.5	61.0	75.5	91.6	101.6	107.6	126.9	129.1	132.2
II Marine.....	64.1	132.6	160.6	88.0	100.0	100.8	51.0	64.3	72.8	109.7	111.9	120.1	120.0	120.4
Farm (Canadian).....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.2	92.1	131.7	144.0	149.5	151.3	151.3
III Forest.....	60.1	89.7	151.3	106.8	100.0	93.7	63.0	78.9	95.6	119.2	131.3	163.7	164.4	164.8
IV Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	103.8	120.2	122.5	123.1
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.5	131.0	133.1	133.5
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	100.0	93.0	70.2	75.3	88.8	94.0	98.8	116.2	117.1	123.0

* Revised

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:		Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
Description of Index	Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth Statistics	Cost of Living, Commonwealth Statistics	Whole-sale, Government Statistics	Cost of Living, Government Statistics	
	508	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	188	1910 = 1000	1936-1939 = 100	1936-1939 = 1000	180	1926-1930 = 1000	
	Number of Commodities:														
Base Period:															
1913.....	64.0	(e)	79.1	69.8	(b)	70.7	(g)	100	(f)	100	1125	814	(d)	748	628
1914.....	65.5	79.7	79.7	68.1	71.8	71.8	(g)	100	(h)	100	1060	855		805	676
1915.....	70.4	80.7	80.7	69.5	72.5	72.5	146	123			1379	892		882	724
1916.....	84.3	87.0	87.0	85.5	77.9	77.9	176	176			1583	906		1024	786
1917.....	114.3	102.4	102.4	117.5	91.6	91.6	203	203	204		1723	1064		1225	850
1918.....	127.4	131.3	131.3	138.6	107.6	107.6	215	215	222		1854	1177		1532	912
1919.....	126.5	126.5	126.5	143.0	123.8	123.8	249	249	224		2512	1458		1592	1019
1920.....	185.0	154.4	154.4	154.4	127.7	127.7	226	226	224		1805	1320		1498	1082
1921.....	110.9	136.4	136.4	154.4	127.7	127.7	191.2	191.2	200		1305	1101		1194	1033
1922.....	97.3	120.4	120.4	97.6	119.7	119.7	187.5	187.5	164		1387	1063		994	1006
1923.....	100.0	121.8	121.8	100.0	125.4	125.4	172	172	162		1305	1066	(f)	963	981
1924.....	96.4	120.8	120.8	96.7	126.4	126.4	166	166	161		1155	1041		904	795
1925.....	85.6	121.7	121.7	85.3	122.5	122.5	154	154	141.2		1047	932		1036	951
1926.....	86.6	120.8	120.8	86.4	119.3	119.3	140	140	136.5		1005	999		1071	980
1927.....	67.1	94.4	94.4	65.9	92.4	92.4	156	156	107.1		1011	1029		1051	1035
1928.....	78.6	102.2	102.2	78.6	100.8	100.8	158	158	111.2		1047	1047		1111	1073
1929.....	105.6	101.5	101.5	105.6	109.4	109.4	184	184	143.0		1005	1034		1311	1513
1930.....	82.9	105.6	105.6	87.3	105.2	105.2	199	199	174		1035	1242		1558	1002
1931.....	90.0	111.7	111.7	90.0	123.6	123.6	199	199	203		1035	1242		1558	1004
1932.....	102.5	118.9	118.9	104.0	125.5	125.5	201	201	207		1035	1242		1558	1008
1933.....	103.6	119.5	119.5	105.8	128.4	128.4	203	203	207		1035	1242		1558	1008
1934.....	108.7	123.6	123.6	121.1	139.2	139.2	203	203	207		1035	1242		1558	1007
1935.....	109.2	125.5	125.5	124.0	145.9	145.9	203	203	208		1035	1242		1558	1007
1936.....	111.0	126.8	126.8	134.1	148.4	148.4	203	203	207		1035	1242		1558	1007
1937.....	111.6	127.1	127.1	139.7	152.2	152.2	203	203	211		1035	1242		1558	1008
1938.....	112.0	127.0	127.0	140.9	153.3	153.3	204	204	212		1035	1242		1558	1008
1939.....	114.2	127.0	127.0	141.5	153.3	153.3	204	204	212		1035	1242		1558	1008
1940.....	118.1	127.8	127.8	144.6	153.2	153.2	204	204	212		1035	1242		1558	1007
1941.....	129.4	129.4	129.4	149.1	156.3	156.3	203	203	212		1035	1242		1558	1008
1942.....	135.1	133.1	133.1	147.7	155.8	155.8	203	203	212		1035	1242		1558	1008
1943.....	137.8	135.6	135.6	148.0	157.1	157.1	203	203	213		1035	1242		1558	1008
1944.....	130.1	135.6	135.6	150.8	158.4	158.4	(h) 100	100	217		1035	1242		1558	1007
1945.....	133.8	133.8	133.8	153.9	158.4	158.4	100	100	217		1035	1242		1558	1007
1946.....	133.8	133.8	133.8	153.9	158.4	158.4	100	100	217		1035	1242		1558	1007

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945. (k) Consumers Price Index for Moderate-Income Families in Large Cities. (l) New series, June 17, 1947=100. (m) Interim Index of Retail Prices (W.M.S.O. June 1947).

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

Wholesale Prices, September, 1947

The general index of wholesale prices rose 3.0 points to 133.8 (1926=100) between August and September, 1947, due mainly to higher prices for vegetable and animal products. Price de-control measures, as announced in September for a large number of commodities, were reflected in these increases. In the vegetable products group substantial advances

for rye, flour, millfeeds, linseed oil and corn syrup overbalanced weakness for potatoes, onions and automobile tires to move the index 7.1 points to 122.1. Animal products rose 4.3 points to 135.9 due to advances for butter, bacon, ham and leather. Eggs were lower in this section. Upturns for creosote oil, paint, cyanamid and sulphate of ammonia were sufficient to move the chemical products group 2.2 to 112.6, while similarly copper sheet, brass sheet, silver and solder accounted for a gain of 1.6 to 134.6 for non-ferrous metals. An increase in the export price for cedar shingles was responsible for a gain of 0.5 to 166.3 in the wood product group while the non-metallics series rose 0.2 to 117.5 supported by advances in certain coal descriptions and textiles and textile products 0.1 to 134.2 due to increases in cotton and woollen underwear. Iron and its products remained unchanged at 136.8.

A narrow gain of 0.4 to 120.4 occurred for Canadian farm product prices at wholesale between August and September. Field products rose 1.1 to 107.4 due to a firmer price tone for rye, hay and corn which outweighed weakness for potatoes and onions. The advance in this group was, however, partially nullified by a decline in the animal products group index of 0.6 to 142.2 due to lower egg quotations.

Fatal Industrial Accidents in Canada During the Third Quarter of 1947

THERE were 401 industrial fatalities in the third quarter of 1947 according to the latest reports received by the Department of Labour. In the previous three months there were 351 including 35 in a supplementary list. The accidents recorded are those which involved persons gainfully employed, during the course of or arising out of their employment and include deaths which resulted from industrial diseases as reported by the Provincial Workmen's Compensation Board.

During the quarter under review, there were five industrial accidents which resulted in the death of three or more persons in each case. On July 11, a fire in a wholesale wool establishment at Peterborough, Ontario, caused the death of two inspectors and one sorter. On July 12, three agricultural workers were killed when the truck in which they were riding, was struck by a passenger train at a private crossing located on the farm on which they were working. An underground explosion in a gold mine at Pioneer, British Columbia, resulted in the death of a foreman

and two miners on August 18. Four railroad employees were killed at Dugald, Manitoba, on September 1 when a special train collided with an express train which was waiting at the station. On September 24, a coal carrying steamship collided with an oiltanker in the St. Lawrence River near Morrisburg, Ontario; as the result of an explosion which followed the collision, 11 seamen were killed.

Statistics on industrial fatalities are compiled from reports received from the Provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are also used to supplement these data.

Grouped by industries the largest number of fatalities, 82, was recorded in transportation. During the previous quarter 61 deaths occurred in this group. Of the total of 82 fatalities, 39 were on steam railways and 23 in water transportation. In the previous quarter there were 26 industrial deaths on steam railways and 20 in water transportation.

There were 76 fatalities recorded in manufacturing as compared with 42 in the second quarter of 1947. These deaths included 22 which occurred in iron, steel and products, 14 in non-metallic mineral products, 10 in saw and planing mills and 10 in the pulp and paper industry.

The number of fatalities in agriculture was 55 and in logging 47, as compared with 23 and 46 respectively in the previous quarter.

Of the 44 fatalities in the mining group, 30 were in metalliferous mining and 12 in coal mining. In the previous quarter there were 65 deaths in mining of which 50 were in metalliferous mining.

In the construction group, 39 fatalities were recorded of which 30 were in buildings and structures. In the previous quarter 41 deaths occurred in this group, 19 of which were in the construction of buildings and structures.

Moving trains, watercraft, and other vehicles caused 134 fatal industrial accidents during the quarter as compared with 132 in the previous quarter. This was the most important cause of fatalities during the period (See Table II).

Falls of persons caused 64 deaths and falling objects 49. Industrial diseases, infection and other causes resulted in 65 deaths while dangerous substances caused 47 deaths.

The greatest number of fatalities was recorded in Ontario where there were 163, as compared with 143 in the previous quarter. In British Columbia 85 fatal industrial accidents were recorded and in Quebec 51. Comparative figures for the preceding quarter were 74 for British Columbia and 54 for Quebec.

During the quarter under review there were 145 fatalities in September, 139 in August and 117 in July.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE THIRD QUARTER OF 1947 BY INDUSTRIES

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		2	1	5	24	3	11	8	1		55
Logging.....			1	4	12	1		1	28		47
Fishing and Trapping.....					1				1		3
Mining, Non-ferrous Smelting and Quarrying.....		5		2	14	2	1	8	12		44
Manufacturing.....		3	1	18	32	1	1	6	14		76
Construction.....	1	2	1	7	15	2	3	1	7		39
Electricity, Gas, and Water Production and Supply.....	1	3		2	5						11
Transportation and Public Utilities.....	1		6	11	38	8	1	4	12	1	82
Trade.....					11		2		5		18
Finance.....					1				1		2
Service.....	1		2		9	1	2	2	4		21
Unclassified.....				2	1						3
Total.....	4	16	12	51	163	18	21	30	85	1	401

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1947 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....					1	4	1	1					1
Working machines.....	3	1			1	1							10
Hoisting apparatus (elevators, conveyors, etc.).....		1		1	5	1		2					10
Dangerous substances (steam, electricity, flames, explosions, etc.).....	4			6	15	4	9	2	5		1	1	47
Striking against or being struck by objects.....	1			2	1	2							5
Falling objects.....	1	23		4	9	8	1	2	1			1	49
Handling of objects.....		1			1	1		3					6
Tools.....	1	2											3
Moving trains, vehicles, watercraft, etc.....	24	9		5	13	3		56	10		13	1	134
Animals.....	7												7
Falls of persons.....	8	7	2	3	12	15	1	12	1	1	2		64
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	6	3	1	23	15	6		4	1	1	5		65
Total.....	55	47	3	44	76	39	11	82	18	2	21	3	401

Canadian Mission to Select Polish Veterans

DURING the summer of 1946, the Canadian government, in consultation with the government of the United Kingdom, decided to recruit for agricultural employment in Canada, Polish soldiers who had fought with the Allies in the Mediterranean area. (L.G. 1946, p. 1710).

The first group of 2,876 Polish veterans was selected by a Canadian Mission and brought to Canada in the autumn of 1946. This initial group gave general satisfaction to their Canadian employers. In fulfilment of an earlier commitment made by the Dominion to the British government, it was decided in the spring of 1947 to recruit a second group of Polish veterans, this time in the British Isles, where all the remaining members of the Polish corps were then stationed.

Accordingly a second Canadian Mission was set up in April 1947, to proceed to Great Britain to select the veterans and to facilitate their discharge from the Armed Forces and their subsequent transfer to Canada.

Personnel of Canadian Mission

The following were the members of the Selection Mission: George V. Haythorne and V. C. Phelan, Department of Labour, Ottawa; W. Davison, Department of Labour, Toronto; and A. Howells, Department of Justice, Ottawa.

The Canadian Mission was joined in England by Dr. W. E. Egan and Dr. F. C. Lynch of the Canadian Department of National Health and Welfare in London. From time to time, representatives of the Canadian Departments of Agriculture and Trade and Commerce, resident in London, assisted in the work of the Mission while it was in Britain. Leading officials of the British Ministry of Labour and National Service, co-operated also and two British Labour officers were made available to the Mission at each selection point.

At the outset of the work in Britain the Canadian High Commissioner, Hon. Norman Robertson, arranged meetings in London which were attended by officials of the British Departments interested, Canadian officials in London and members of the Selection Mission. At these meetings plans were formulated to select Polish veterans from the western, northern and Scottish commands in Britain. Details as to how the selections were to be made, such as the nature of the information to be required of applicants, the processing of army discharge and other documents and the assembling of those who would be selected

for movement to Canada were worked out. It was further agreed that an effort would be made to have the first group of 300 to 500 men ready to sail on or about May 19, 1947, and that the remainder would leave as early in June as possible, so that the men would reach Canada in time to assist in spring farm work.

At the time the Mission arrived in Britain there were more than 80,000 Polish soldiers in the Polish re-settlement corps, which had been established by the British government on a semi-military basis, operated by the Polish veterans themselves as a stepping-stone from army to civilian life. The group selected for Canada were all members of this Polish re-settlement corps. They were all single men under 45 years of age who had fought against the Axis and who had previous farming experience. They were all medically examined, including X-ray and blood tests.

Unforeseen delays were encountered in making the early selections, chiefly due to the time required to complete blood tests of applicants. Later, the technique was modified so that this and other difficulties were overcome. During the first two weeks about 700 applicants were interviewed and, of these, 250 were finally cleared. Later, in the Scottish command, nearly 600 applicants were interviewed and nearly 350 were approved in a single week.

Selection Procedure

The selection procedure varied somewhat depending on circumstances, but in general it was as follows:

A short informal talk was given, through an interpreter to *groups* of from 25 to 250 applicants. By this means the men were informed concerning living and working conditions on farms in Canada, including intensity of work expected, hours of work, variety of agriculture and the nature of the employment undertaking applicants would be expected to sign. Questions were asked and answered and the men given opportunities to withdraw before proceeding further if they felt the requirements were too difficult. Only a small number withdrew at this stage, but in later interviews over ten per cent of those interviewed *individually* decided to do so.

As a preliminary to the "screening" a master list of all applicants was prepared by the documents office, usually in alphabetical order, showing names, ranks, ages, name of camp and Polish Resettlement Corps numbers. The men were interviewed and as far as possible given their earlier X-ray tests in the order of this list. Personal identification numbers were

assigned on the basis of this list, which were recorded on specially-prepared forms. The security officer had all approved men fingerprinted and had them sign their respective forms.

(2) The first *individual* screening was done by the security officers, usually through interpreters. This consisted of inquiries to ascertain whether the men had taken part in activities against the Axis. It was found that many of the younger Polish soldiers had enlisted after V.E. day and, consequently, were considered unsuitable for immigration to Canada on security grounds. Care was taken also in these initial interviews to inquire into the family circumstances of the men, in order to make sure that they had no family encumbrances.

(3) If approved by the security officer, applicants were next interviewed by a labour officer to determine the extent of their farm experience and also to obtain names and addresses of relatives in Canada as well as to have applicants indicate any province of choice.

(4) Applicants who passed successfully the first two interviews were given a thorough physical check-up, including determination of blood tests, X-rays, etc.

(5) Following the individual interviews, successful applicants were required to sign the employment undertaking, (which was printed in both English and Polish) and to answer the necessary questions on the Canadian Declaration form required for immigration purposes.

Final Arrangements

Documents relating to all successful applicants were processed as quickly as possible by the Records office of the Polish Resettlement Corps, the men were given their discharges and issued civilian clothing. They were then assembled at central points in each of the commands and proceeded to Southampton in groups of approximately 50, by special trains. Just before entrainment the men were given another medical examination, mainly to make final check for any communicable diseases.

During the voyage to Canada informal classes were arranged to assist the men in learning English. Further medical examinations were made by the ship's doctor and reports forwarded to the Quartermaster General of the Canadian Army at Ottawa. This, together with details of the number on board and amount of luggage was helpful in arranging transportation of the men to the various distribution centres in Canada. Three successive crossings by the *Aquitania* on May 20, June 6, and June 24, 1947, brought a total of 1,651 Polish ex-soldiers from Britain to Canada.

As in the case of the movement of Polish soldiers from Italy to Canada in the autumn of 1946, the British government paid the expense of transporting the men as far as Halifax. This amounted to about £28 per man.

Regulations for the Pottery Industry in the United Kingdom

DRRAFT Health and Welfare Regulations for the British pottery industry have recently been issued by the Minister of Labour and National Service under the authority of the Factories Act. They apply to the manufacture and decoration of pottery and to the crushing, grinding or sieving of flint or quartz, the mixing of flint or quartz with clay or other material, and the making of lithographic transfers, frits or glazes.

These Regulations, when finally adopted, will be one in a series of some forty Dangerous Trades Regulations which have been made and revised from time to time over a long period of years.

The new Pottery Regulations, replacing earlier ones of 1913 and 1932, are the result, in part, of recommendations made by the Tile-Dust Committee, appointed in 1938 by the Chief Inspector of Factories, and by the National Joint Council of the Pottery Industry in 1945. The need for better working conditions was urged, too, by the Pottery Working Party appointed by the President of the Board of Trade (L.G. Feb. 1947, p. 155).

The Tile-Dust Committee stressed the danger of silicosis from handling finely ground material, a danger largely unabated by the previous Order. It was recommended that the employment of women and young persons be entirely prohibited in certain specified processes.

The unhealthy conditions of the pottery trade, arising from high temperature and humidity, emission of dust, wet floors, and the lifting and carrying of heavy weights, lead to a high incidence of lead poisoning, silicosis, respiratory diseases and other ills, as well as general discomfort.

The new Regulations would particularly restrict the use of glazes other than "leadless" or "low solubility" glazes, and would restrict the use of ground or powdered flint or quartz.

The minimum age, for most occupations covered by the Regulations, is 16 years. This standard was generally established by the Regulations of 1913 and continues under the new Order. Persons under 18, however, are prohibited from employment in the making or mixing of frits or glazes containing lead or colours, handling of flow material, colour blowing, ground laying, colour grinding, lithographic transfer making and certain related processes involving the use of lead compounds.

Pre-employment and monthly medical examinations are required of all persons in these occupations. Regulations regarding suspension of employees for medical reasons,

keeping of health registers, and certificates for permission to work are substantially the same as in the earlier Regulations.

Women and young persons under 18 are also prohibited from stopping biscuit ware with material containing more than five per cent of its dry weight in a lead compound; handling unfritted lead compounds; preparing or weighing out flow material; cleaning boards used in any place after dipping, ware-cleaning, or glost placing is done; cleaning mangles or cleaning or scraping floors in which any process included in the regular schedule of occupations, is carried on; grinding clay dust; loading, carrying, conveying or unloading clay or clay dust, and some other occupations.

Maximum loads which may be carried by young persons under 18 have been reduced from 30 pounds to 20, and a limit of 50 pounds has been established for women. In addition, women and young persons are not permitted to load, carry, convey or unload clay or clay dust. Medical certificates of permission are required before a young person under 18 may be employed in lifting or carrying work, but a weight of not more than 20 pounds may be carried without such a certificate.

Detailed stipulations are made for the suppression of dust in potters' shops, for the use of efficient exhaust appliances in dusty processes, for adequate ventilation, for washing and other facilities with hot and cold water, for mess rooms separate from work rooms, sanitary work benches, and other matters. Special attention must be given to the floors of all places where there is dust given off or where water may collect. Floors impervious to water, with suitable drainage arrangements and daily cleaning, are required in slip houses. Brick, flag or other hard material, washed daily, is required wherever flint or quartz is crushed or ground, and in potters' shops and certain other places. Floors impervious to water but made of wood with a smooth, sound surface and washed daily by a hose are to be permitted in old establishments for the next five years.

The new legislation, like the old, lays down definite provisions regarding protective clothing, the handling and storage of food, the use of proper respirators, temperature, glazing and colour blowing, and facilities for work.

One or more persons must be appointed by the occupier to supervise the observance of the Regulations in the plant and to keep records concerning them.

THE LABOUR GAZETTE

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Notes of Current Interest

Nova Scotia coal miners receive wage increase Coal Co., Ltd., Acadia Coal Co., Ltd., Old Sydney Collieries, Ltd., and the Cumberland Railway and Coal Co., Ltd., have been granted wage increases of 40 cents per day as of December 1, 1947.

The increase is connected with the terms of settlement of the general strike of coal miners in the Maritimes which occurred on February 15, and was finally terminated on June 12, 1947 (L.G., June, 1947, p. 820). That settlement, insofar as the four major companies connected with the Dominion Steel and Coal Corporation were concerned, provided for an immediate wage increase of \$1.00 per day, with a further increase of 40 cents per day to be payable in six months' time if production advanced by then to the 1939 tonnage level.*

The target of productivity which would result in a further wage increase was set at 2.42 tons per man for the Dominion Coal Co., Ltd., 2.41 tons per man for Old Sydney Collieries Ltd., 1.77 tons per man for Cumberland Railway and Coal Co., and 1.75 tons per man for Acadia Coal Co., Ltd.

By November 6, it was announced that the overall average of production at the eleven collieries of the Dominion Coal Com-

pany had reached 2.28 tons per man-day, with a range of from 1.42 to 2.69 tons per man-day at the different mines. At the same time the tonnage averages were reported to be 2.52 for Old Sydney Collieries, Ltd., 2.05 for Cumberland Railway and Coal Co. and 1.83 for Acadia Coal Co., Ltd.

During the balance of November the coal miners were at some disadvantage in their efforts to increase production because of the incidence of five Sundays and one holiday during the month. However, by December 1, it was announced that while the men in the south Cape Breton Field of the Dominion Coal Company had missed their target by 1.7 tons per man-day, all the pits operated by these companies in north Cape Breton and on the Nova Scotia mainland had exceeded their objectives.

Following conferences between officials of the Dominion Steel and Coal Corporation and District No. 26, United Mine Workers of America, it was announced that the 40-cent wage increase would be paid to the men of all the mines.

The wage increase boosts the basic daily wage of the coal mine employees from \$6.84 to \$7.24.

Arbitration award in meat packing dispute

Elsewhere in this issue (p. 1791) will be found the text of the arbitration award of Mr. C. P. McTague in the dispute between Canada Packers Limited, Burns and Company Limited, and the United Packerhouse Workers of America. Also

*At the time of the strike it was claimed by the management of the Dominion Coal Co., Ltd., that there had been a drop of 41 per cent in the output per man-shift in its mines and that production was only about 1½ tons per man per day on the average, which was one ton below the output of pre-war years.

included is a brief narrative of the nation-wide strike of some 14,150 meat packing plant workers which commenced in August and ended in mid-October.

Employment and industrial statistics The accompanying table contains the latest available statistics reflecting industrial conditions in Canada. Figures are shown for certain months in the current year together with figures for the same months of 1946.

Employment at October 1 was again at an all-time high and per capita weekly earnings continued to rise. Wholesale prices rose sharply during October and the cost-of-living index again increased, although the rate of increase during October was less than in the preceding two months. Carloadings during the four weeks ending November 29, were 1.1 per cent lower than in the preceding four-week period, but were 6.2 per cent higher than in the corresponding period of 1946. The value of Canada's merchandise exports moved up sharply during October showing a gain of 14.7 per cent over the September figure and a gain of 22.8 per cent over October of last year.

Employment and Earnings.—The index of industrial employment, calculated by the Dominion Bureau of Statistics, based on the 1926 average, reached a new maximum of 194.6 at October 1 as compared with 193.2 at September 1. The indexes at the beginning of October in preceding years were:—1946, 178.1; 1945, 168.7; 1944, 183.3; 1943, 187.5 and 1942, 181.3. The highest index during the war was that of 190.5 reached at December 1, 1943.

Industrially, there was important expansion in logging. Trade showed considerable seasonal improvement, while building was also more active. On the other hand, the trend was unfavourable in other branches of the construction industry, and in mining, communications, transportation and hotels and restaurants. In manufacturing, the outstanding change was the reported decrease of some 10,700 workers in slaughtering and meat packing plants, largely or wholly due to the strike. Lumber and pulp and paper mills showed substantial contractions of a seasonal nature. On the other hand there were important seasonal advances in vegetable food processing and textile factories.

Improvement in the situation as compared with September 1, was shown in the Maritime Provinces, Quebec and Ontario but curtailment was reported by leading firms in the four Western Provinces, where industrial disputes had a particularly marked effect.

Reports from 18,182 employers showed combined staffs of 2,007,879 persons, an increase of 0.7 per cent from the total reported at September 1. The advance was accompanied by 1.7 per cent rise in weekly salaries and wages. Payrolls distributed by the reporting firms at the beginning of October aggregated \$75,038,687 being 2.4 per cent higher than the \$73,285,907 which was distributed in weekly payrolls at the beginning of September. The weekly average per employee at the date under review was \$37.37 as compared with \$36.76 at September 1. Per capita figures at October 1 in previous years were:—1946, \$33.15; 1945, \$32.08; 1944, \$32.36; 1943, \$31.53; 1942, \$29.51 and 1941, \$26.37. In the last twelve months, the indexes of employment and payrolls have risen by 9.3 per cent and 23.2 per cent, respectively. Average weekly earnings in the same period rose 12.7 per cent.

Prices.—The general index of wholesale prices, based on the 1926 average as 100, was 139.3 in October, as compared with 133.8 in September. In October last year the index stood at 111. All but one of the eight sub-groups, chemical products, contributed to the gain over September.

A considerable gain was noted in the iron products group where the index rose 11.8 points, from 136.8 in September to 148.6 in October. The increase reflected higher wholesale prices for pig iron, steel billets, rolling mill products, wire, car axles, and iron and steel scrap. The index of wood products rose from 166.3 to 175.7 in the period due to increases in pine, spruce, and fir and cedar lumber. The indexes of animal and vegetable products advanced 4.7 and 4.8 points respectively. Higher prices for cotton underwear and woollen hosiery were reflected in the rise from 134.2 in September to 137.4 in October in the index of textile products. The index of non-ferrous metals moved from 134.6 to 134.9 while the index of non-metallic minerals rose from 117.5 to 119.1. Advances were indicated in the index of consumers' goods from 121.6 to 124.7, and in producers' goods, from 135.0 to 139.8. The index of Canadian farm products rose from 120.4 to 122.9.

The cost-of-living index based on average prices for the years 1935 to 1939 as 100 rose 1.4 points to 143.6 between October 1 and November 1, 1947.

The index for the food group rose 2.3 points to 173.6, due mainly to increases in the prices of eggs, fluid milk, certain meats and canned vegetables. Butter, lemons and a few fresh vegetables, on the other hand, were slightly reduced in price between October 1 and November 1. The clothing group rose

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Many of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1947			1946		
	Nov.	October	Sept.	Nov.	October	Sept.
Employment—						
Index ¹		194.6	193.2	182.7	178.1	175.5
Labour Force.....000			5,081			4,977
No. employed.....000			5,008			4,860
No. employed, paid workers.....000			3,233			3,229
Unemployment—						
No. unemployed (labour force survey) 000			73			117
Unplaced applicants.....No.	95,671	87,177	85,957	134,010	142,059	144,590
Unfilled vacancies.....No.	92,939	109,569	110,468	133,408	141,670	117,263
Unemployment insurance claims.....No.		36,666	37,350	57,036	57,682	61,822
Unemployment in trade unions.....%		0.7			1.0	
Earnings and Hours—						
Index aggregate weekly payrolls ²		184.6	180.3	154.4	149.8	145.6
Per capita weekly earnings.....\$		37.37	36.76	33.33	33.15	32.72
Average hourly earnings.....Cents		83.4	82.2	72.9	71.4	70.6
Average hours worked per week.....		43.0	42.3	42.4	42.9	42.7
Prices—						
Wholesale index ¹		139.3	133.8	111.6	111.0	109.2
Cost of living index ³	143.6	142.2	139.4	127.1	126.8	125.5
Production—						
Industrial production index ⁴		177.9	174.9	165.6	157.6	152.1
Mineral production index ⁴		114.6	110.0	104.1	100.9	102.7
Manufacturing, index ⁴		189.9	186.7	177.6	167.8	160.5
Electric power, index ⁴		169.0	170.6	154.0	155.3	155.2
Electric power.....000 k.w.h.		3,862,696	3,589,497	3,566,742	3,550,001	3,265,860
Construction contracts awarded.....\$000		75,036	76,164	48,004	73,308	44,816
Pig iron.....tons		163,335	169,630	135,269	74,958	45,078
Steel ingots and castings.....tons		256,461	234,188	222,264	123,841	76,564
Inspected slaughterings, cattle.....No.		91,710	69,939	216,513	208,625	154,233
Hogs.....No.		337,175	202,613	442,247	379,254	216,104
Flour production.....000 bbl.		2,531	2,481	2,519	2,433	2,228
Newsprint.....tons	364,483	396,251	366,092	364,304	376,436	330,063
Cement producers shipments.....000 bbl.		1,310	1,235	931	1,192	1,141
Automobiles and trucks.....No.		25,479	24,205	19,105	14,951	11,543
Timber scaled in B.C.....000 F.B.M.				288,015	297,160	331,968
Gold.....oz.		258,765	247,643	231,204	240,828	229,904
Copper.....000 lb.		44,528	35,164	35,415	30,232	28,847
Lead.....000 lb.		25,399	25,806	22,679	29,745	29,042
Nickel.....000 lb.		23,694	15,154	17,468	17,219	15,961
Zinc.....000 lb.		37,222	35,824	37,012	36,831	38,564
Coal.....000 tons	1,700	1,733	1,543	1,580	1,620	1,427
Distribution—						
Retail sales index, unadjusted.....		254.1	241.2	245.4	227.2	207.7
Retail sales index, adjusted ⁵		234.1	240.5	223.1	210.6	213.8
Wholesale sales index, unadjusted.....		325.5	301.7	257.2	276.8	259.5
Trade, external, excluding gold.....\$000		508,200	429,700	433,302	393,001	328,013
Imports, excluding gold.....\$000		254,500	208,100	198,164	186,393	156,096
Exports, excluding gold.....\$000		250,800	218,600	232,219	204,150	169,779
Railways—						
Operating revenues.....\$000			66,136	64,791	65,305	62,174
Operating expenses.....\$000			59,200	52,362	54,201	58,379
Revenue freight.....000 ton miles			5,056,003	5,267,351	5,466,545	5,142,261
Employees.....No.			176,195	168,771	170,927	169,463
Car loadings, revenue freight ⁵.....Cars	341,338	345,125	323,735	321,264	331,347	310,752
Banking and Finance—						
Common stocks, index ³	107.3	105.5	104.1	102.5	101.8	104.4
Preferred stocks, index ³			153.6	154.7	153.6	151.1
Bond yields, Dominion, index ³	84.4	84.2	84.0	85.0	85.0	84.9
Cheques cashed, individual accounts \$000		7,208,951	5,934,375	6,211,500	6,312,554	5,891,000
Bank loans, current, public.....\$000		1,899,432	1,788,920	1,430,543	1,301,651	1,235,806
Money Supply.....\$000		7,618,564	7,468,727	7,612,800	7,415,800	7,232,000
Circulating media in hands of public \$000		1,120,642	1,085,625	1,107,500	1,093,000	1,079,500
Deposits, notice.....\$000		3,752,715	3,805,872	3,460,146	3,476,700	3,524,100
Deposits, demand.....\$000		2,263,085	2,163,315	2,181,800	2,315,700	2,265,300
Other.....\$000		482,600	414,000	863,354	530,300	363,300

¹Base 1926=100. ²Base, June, 1941=100. ³Base 1935-1939=100. ⁴Revised for the years 1935 to present and available in the *Monthly Review of Business Statistics* for May, 1947. ⁵Figures are for four week periods.

*Factory shipments.

2.8 points to 157.0, reflecting rising prices in all subsections, while home furnishings and services advanced from 149.9 to 151.4 due to increases in the prices of furniture, floor coverings, furnishings, dishes and cleaning supplies. Slightly higher costs for medicinal supplies, personal care items, newspapers and gasoline were responsible for an advance of 0.6 to 118.2 in the miscellaneous items index. Fuel and lighting rose 0.7 to 122.6 due principally to higher prices for coal and coke. No change was recorded in the index of rentals which remained at 119.9. The advance in the general index since August, 1939, was 42.5 per cent.

Use of training by Canadian Veterans

In a statement commending the effectiveness of veterans rehabilitation training carried out under the Canadian Vocational

Training Plan, Hon. Humphrey Mitchell, Minister of Labour, announced on November 18 that more than 80 per cent of all veterans who completed training in Vocational Training Centres were now employed along the lines for which they were trained.

The Minister stated that recent reports indicate that the vocational training of veterans is rapidly drawing to a close, and will be completed much earlier than was anticipated when the war ended. This has been made possible by the rapid demobilization of the armed forces, and the adequate facilities for their training established throughout the country through the excellent co-operation of Provincial Governments and other organizations.

Up to October 31, 1947, approximately 130,000 veterans have been enrolled for training. Of these, over 80,500 have completed their training; about 38,000 discontinued their training prior to its completion; and 11,535 were still in training on November 1.

The training given in the pre-matriculation classes and in the vocational training centres appears to be the most effective. Of those who enrolled in pre-matriculation classes, 74 per cent have completed their training and fewer than 24 per cent have discontinued. In the vocational schools more than 61 per cent have completed their training, and 31 per cent have discontinued. Of those enrolled for training-on-the-job in industry, more than 59 per cent have completed their training, and 28 per cent have discontinued. Of those enrolled in private trades schools, or business colleges, 52 per cent have completed their training and more than 33 per cent have discontinued. The correspondence courses have shown the least satisfactory results, with

only 16 per cent of those who enrolled having completed their training up to the present, and more than 77 per cent having discontinued.

The Minister pointed out that the maximum enrolment at any one time was slightly more than 39,000 in the early summer of 1946. Since then there has been a steady decline which has become more rapid in the last six months.

On October 31, 1947, those still under training were as follows:—

Correspondence Courses	993
Private Trades Schools and Business Colleges	2,199
Training-on-the-Job in Industry...	3,591
CVT Pre-Matriculation Classes ...	568
CVT Vocational Centres	4,184

During recent years the health of industrial workers has been increasingly recognized as an important factor in production and in labour-management relations.

In the October number of *Industrial Health*, issued by the Health League of Canada, it is stated that "there are in Canada between 800 and 900 industrial firms operating health programs for their employees." It is asserted that these firms, both large and small, are convinced of the value of such programs in reducing absenteeism, almost eliminating serious illness among workers, and in creating and fostering kindlier relationships in industrial plants. Further, it is held that "the day is not far distant when workers' health will be a major factor in plant management" and that its neglect "will brand management as short-sighted and incompetent." One authority is quoted as claiming that it is "well recognized that no amount of inspection will take the place of the active interest of employers and employees in maintaining health."

Rest periods and dismissal pay in recent collective agreements

The agreements summarized elsewhere in this issue, in the article *Recent Collective Agreements*, give an indication of the growing number of agreements for manufacturing establishments which make provision for ten-minute rest periods in morning and afternoon working periods. In some cases these are still granted to female employees only, but in others both male and female employees are included. A much more uncommon provision is that noted in the agreement between the Canada Paper Company and Le Syndicat National des Travailleurs de la Pulpe et du

Papier de Windsor Mills, Inc., in which dismissal pay is provided, in this case 50 hours' pay to employees who are discharged after 5 years' or more continuous service.

Polish veterans allowed to purchase their own farms

Polish veterans who came to Canada to work on farms last year are now permitted to purchase their own farms, it was announced on November 7

by the Honourable Humphrey Mitchell, Minister of Labour. They will also be permitted to rent farms which they intend to operate themselves.

This accords with the general plan for which the Polish veterans were brought to Canada—to increase food production in the Dominion.

Nearly two-thirds of the 2,876 Polish veterans who came to Canada last November are still employed on the original farm to which they were assigned. It is felt that those veterans who have so fully co-operated should be given some freedom of choice of the farm on which they will be employed during the second year of their two-year contract. Where the Polish veteran has completed one year's employment with the same employer, he may be allowed to make his own arrangements for employment in the second year with a farmer of his own choice.

These arrangements are to be made through the local placement officers of the National Employment Service of the Department of Labour, or the provincial department of agriculture concerned.

More than one-third of the Polish veterans have been transferred at least once within the agricultural industry as a result of application either from themselves or from employers.

Effect of 5-day week on unemployment insurance contributions

of contributions under the Unemployment Insurance Act. An article describing the administrative procedure appears elsewhere in this issue, on page 1812.

With an increasing number of firms operating on a 5-day week it has been thought advisable to issue an explanation of the effect of this working arrangement on the determination under the Unemployment Insurance Act. An article describing the administrative procedure appears elsewhere in this issue, on page 1812.

President Truman asks authority to reimpose controls

the "alarming" trend toward inflation by granting him authority to reimpose "selective"

In opening a special session of Congress on November 17, the President of the United States, Harry S. Truman, asked Congress to give him authority to fight

controls and to revive consumer rationing, if necessary.

The power he seeks to fix ceilings and reinstate rationing, the President said, would apply only to "products in short supply which basically affect the cost of living or industrial production" and only to "such wage ceilings as are essential to maintain the necessary price ceilings." He emphasized that the controls would be "selective"—limited to such basic items as food, clothing, fuel and rent and to a selected list of such items and that such "selective treatment of a relatively few danger spots is very different from overall wartime price controls." He made it clear that he did not seek immediate revival of controls but the authority to reimpose them if necessary in the future.

President Truman asked for authority to put into effect eight other specific controls, including control of consumer credit, regulation of speculation on commodity exchanges, extension and expansion of export controls, extension of authority to allocate transportation facilities and equipment, and the extension and strengthening of present federal rent controls which are due to expire on March 1 next.

Practically all controls had been removed in the United States in November, 1946 (L.G., Dec., 1946, p. 1691).

Trend toward profit-sharing plans noted in United States

A trend toward the adoption of more profit-sharing plans in the United States is noted in *Business Week* of November 8, 1947.

The article describes the recent formation of the Council of Profit-Sharing Industries, a co-operative project. Its membership at the start included 55 firms which have profit-sharing plans and are convinced they promote sound labour relations. The article also reveals that more companies co-operated in creating the council and are expected to join as members.

The immediate purpose of the council will be to bring together those practising or interested in adopting profit-sharing. Research into employer-employee relations under profit-sharing plans will also be conducted. Other activities of the council will be to assemble and give out information and to co-operate with persons and companies engaged in installing profit-sharing systems.

The council will probably not advocate any one particular plan. Instead, *Business Week* states, "it will give the best possible guidance to managements which want to tailor profit-sharing to individual plant situations."

Other developments in profit-sharing plans as reported in the article are the institution

of a "share of production" plan in a paper plant in Ridgefield, New Jersey, and the formation of the Profit-Sharing Union, Inc., in Chicago. The latter organization is offering its aid to management in establishing a profit-sharing retirement program.

U.S. Ford workers reject pension plan

Workers at the Ford Motor Company, Detroit, recently rejected by ballot a proposal for a pension plan which would have been the

first among the major automobile manufacturers in the United States.

The plan was negotiated between the company and the union, the United Automobile Workers (CIO), and was then submitted to the membership for ratification. In the vote, the workers were offered a choice between two contracts, one of which provided for a wage increase of 7 cents an hour and the pension plan, and the other for an increase of 11½ cents plus 3½ for paid holidays.

The pension scheme was defeated by a vote of 53,027 to 16,611, the alternative proposal being adopted.

An article in the November issue of *Factory* describes a survey taken by one of its editors among the Ford employees, to determine their reasons for voting against the pension plan. Eight classes of reasons were given, the consensus of which, according to the editor, was that while the workers were "still hungry for a pension" they objected to certain features of the plan that was proposed, or to the wording of some of its provisions.

One-year vacations after 10 years' service offered by small firm

As a means of combating labour turnover, a small Los Angeles firm, American Electric Motors Inc., has announced that it will grant one-year vacations with pay after ten years'

service, according to an article in a recent issue of *Business Week*. The workers will continue to get regular annual vacations with pay. Another innovation is a holiday for each employee on either the birthday or wedding anniversary.

The firm, which manufactures electric motors to power woodworking machines, employs 60 persons including 15 women. To finance the vacation plan a trust fund for the employees will be created into which the company will contribute 5 per cent of its annual payroll. The plan has been approved by the Government as a deductible business expense for taxation purposes.

The article in *Business Week* indicates that the company proposes to have job under-

studies. An employee on a year's vacation will be replaced by an understudy, but an unconditional guarantee will be given that after his vacation the employee will get his job back at the same rate of pay.

A condition laid down by the Government is that the employees must retain a proprietary interest in the fund. Hence, should future business conditions or the dissolution of the company force abandoning the plan, the trust money will be shared by the employees on a seniority basis.

Safety code in baking industry

A Safety Code for Equipment in the Baking Industry was approved by the American Standards Association on August 4 last.

It may be purchased for \$1.00 from the Association, 70 East 45th St., New York.

The Code deals with general machine guarding, flour-handling equipment, mixers, dividers, moulders, manually fed dough brakes, miscellaneous equipment, slicers and wrappers, biscuit and cracker equipment, and ovens. The Code was sponsored by the American Society of Bakery Engineers and drawn up by a Committee representing the American Bakers Association and other similar organizations, Associated Retail Bakers, Society of Bakery Engineers, Bakery Equipment Manufacturers' Association, the International Association of Government Labour Officials, the International Association of Industrial Accident Boards and Commissions, the United States Bureau of Standards, United States Department of Labour, and others.

Federal-State co-operation in enforcement of labour laws in U.S.A.

The Wage-and-Hour Division of the U.S. Department of Labour, which is responsible for the enforcement of the minimum wage and hours standards and the child labour provisions of

the Fair Labour Standards Act, 1938, has been combined for administrative purposes with the Public Contracts Division of the Department.

The Public Contracts Act, 1936, or the Walsh-Healey Act as it is commonly called, forbids employers manufacturing for Government contract supplies and equipment in excess of \$10,000: (1) to permit longer hours than eight in a day and 40 in a week unless time and one-half is paid for longer hours; (2) to pay less than the rates prevailing in the industry; (3) to employ a boy under 16 or girl under 18; (4) to let out work to be

done at home; or (5) to allow any conditions which are unhealthy or dangerous to the health and safety of the employees. Under the Fair Labour Standards Act, for workers in home or factory producing goods for shipment across State boundaries 16 years is the minimum age for employment and 18 the minimum in occupations declared hazardous; the minimum rate is 40 cents an hour for a 40-hour week, time and one-half to be paid for extra hours; and home-work is prohibited in at least seven industries.

Inspection staffs of State or local agencies are, in some cases, utilized under agreement between the agency concerned and the Division. In North Carolina and Minnesota, inspection and investigation functions under the two Acts have been delegated to the State Department of Labour. In twenty States, agreements have been reached with the State Labour Department for State inspection to ensure the enforcement of the Public Contracts Act. In other cases, the Division uses the services of the twelve Regional Offices of the Department of Labour for inspection and enforcement work.

Secret ballot before striking in New Zealand A 1947 amendment to the New Zealand Industrial Conciliation and Arbitration Act requires members of a trade union to take a secret ballot before striking. A similar stipulation is made concerning lockouts by employers' associations. These provisions are to be deemed to be rules of the organizations.

As introduced, the I.C.A. Bill provided penalties for infringement of these provisions up to £20 for a union member and £1,000 for a member of an employers' union, but these penal clauses were struck out by the Legislature. A clause was added permitting the Registrar of Industrial Unions to conduct a secret ballot of all members directly concerned in the strike if a strike was called without holding a secret vote. For interfering with the Registrar's conduct of the ballot, a fine of not more than £20 may be imposed, and if the offence continues, a further fine of not more than £5 a day.

The Act also provides for the appointment of Deputy Judges of the Court of Arbitration.

Trade union membership in the Netherlands At the beginning of 1947, total trade union membership in the Netherlands was 19.2 per cent higher than just prior to the German invasion, according to a recent report

in the *Monthly Labour Review* of the United States Department of Labour. Total membership shared by four main bodies at January 1, 1947, was 816,850 in comparison with 699,500 in the previous year and 685,100 in 1940.

The socialist organization, the Netherlands Federation of Trade Unions, which the *Review* states "has long been the strongest federation, has not wholly regained its pre-war membership." Although increasing from 242,600 to 303,300 during 1946, the membership was lower than the 373,000 noted in 1940. The Protestant federation with 119,250 members was almost as strong as in 1940 when its membership was 120,400. The Catholic movement showed a membership of 224,900, an increase from 191,700 in 1940. Comparatively recently in the field is the Trade Union Unity Central, which is described as Communist. Unlike the other federations, which increased in size, this organization in 1946 declined from 180,000 to 169,400 members.

New film on labour-management co-operation

Continuing its program designed to arouse and focus public interest in labour-management problems through the medium of motion pictures, the Labour-Management Co-operation Section of the Industrial Relations Branch of the federal Department of Labour, has released a new film entitled "*Take it up with the LMPC*".

The picture opens with views of an industrial plant in which poor housekeeping, indifferent work and mounting waste are obvious characteristics. This is followed by pictures of four shops where co-operation is practised under the stimulus of labour-management production committees. The vivid contrasts provide visual evidence of some of the benefits industries may obtain through the medium of such committees.

For showings before industrial groups, the film, which runs about 20 minutes, can be obtained through the offices of the Labour-Management Co-operation Section, Industrial Relations Branch, Department of Labour, Ottawa. It will also be made available for general showings in the near future, through the regional offices of its producers, the National Film Board.

Co-operation Between Canada and United States in Harvesting of Crops

International Development on Agricultural Front During War Now Vital Factor in Food Crisis

AN IMPORTANT factor in Canada's war economy was the organized two-way flow of agricultural labour between this country and the United States.

The history of this movement, how it was geared into the intensive war concentration of both countries, and its continuance into the peace years as a practical contribution to the food necessities of the world is the purpose of this article.

This now well organized movement had its origin in those sporadic and spontaneous shifts of labour across the Canada-United States border which were a natural corollary of common economic conditions.

The pattern of this trans-border movement was fixed during the latter decades of the 19th century when New England was rapidly becoming industrialized. Attracted by the prosperity engendered by this development, many Canadians migrated from Quebec and the Maritime Provinces to New England mill towns and remained there.

Also, for many years there was always a seasonal ebb and flow of Canadian labour from the border areas of New Brunswick and Quebec to Maine to garner the potato crop and to engage in woods operations.

Farther west, across the borderlands of the fenceless prairie, there was also a sort of haphazard inter-change of seasonal hired help on the ranches and homesteads. It was characteristic of the Old West, prior to the advent of the disc plough, the tractor and the combine, for cow-hands and harvesters to find their employment on an individual basis.

The depression of the early thirties, which ushered in the barren years of agriculture in both countries, reduced all such nomadic drifts across the 49th Parallel and over the Quebec-Maine boundary. With both countries emerging out of the economic doldrums in the late thirties, this movement gradually returned but in lesser degree. In the West particularly, with increased mechanization in the grain fields, the seasonal flow (south to north) of harvest hands never reached its former proportions.

The depression had another effect. Occupational selection, prior to the "black years" beginning late in 1929, had registered a definite urban trend. This was reversed as

the full impact of unemployment mounted in cities and towns with the industrial recession.

To those who had left the concession lines and the homesteads for a job in industry, the old farm became a haven from the distress of unemployment. Hence the retreat to the rural areas where the problems of living were less pressing.

Thus it was that at the commencement of the war in September, 1939, there was a reservoir of rural labour and certainly no shortage of industrial labour. The crisis of the war eventually acted as a magnet in drawing all this accumulated reserve of manpower into production or the Armed Forces.

Because of this reserve, however, the increasing demands of the Services and industry were not reflected in any appreciable shortages of farm labour for the first two years.

Hyde Park Declaration

The exigencies of the war created another set of problems on the financial, industrial and production fronts. As these developed, and as the world conflict cast its lengthening shadow across the United States, it became necessary to arrive at solutions of mutual aid to both countries. Accordingly, at a memorable conference between the Prime Minister of Canada, Right Hon. W. L. Mackenzie King, and the then president of the United States, the late Franklin D. Roosevelt, there emerged the Hyde Park Declaration on April 20, 1941.

Its primary object concerned such vital matters as "measures by which the most prompt and effective utilization might be made of the productive facilities of North America for the purposes of both local and hemisphere defence and of the assistance which in addition to their own programs Canada and the United States are rendering to Great Britain". . . . The project developed into an all-out effort that tapped all the productive sources of the two countries. The tempo of this co-ordinated drive was accelerated after Pearl Harbor into a productive achievement that had a major bearing on the course of the war. From this Hyde Park Agreement stemmed plans to use, in most

effective fashion, the content of farm labour and material available in the two countries.

Constituting the medium of this international co-operation were the Joint Economic Committees set up on June 17, 1941, as a part of the complex of joint committees and joint boards which grew out of the Hyde Park agreement.

International Administrative Machinery

In the agricultural field, one of the first functions of the Committee dealing with agriculture was to accelerate the seasonal movement of farm help across the boundary, and to free it from the deterring effect of immigration and customs regulations.

On February 27, 1942, it was recommended that the two countries "take appropriate action to facilitate the movement across the boundary of used agricultural machinery together with the necessary operators or crews".

(The acute shortage of metal for the manufacture of new machines and the developing shortage of the special class of agricultural labour to operate those still in use, made necessary the rapid shifting of men and used machines from one country to the other, particularly at harvest periods.)

In the spring of 1942 therefore, the two governments made formal arrangements for this migratory movement. These arrangements were renewed annually through 1943, 1944, 1945 and 1946, with a further renewal for the crop year of 1947.

In putting these formal arrangements into effect, it was necessary to draw upon the co-operation of the Departments mutually concerned in both countries. In Canada, the co-ordinating agency was the Agriculture, Forestry and Fisheries Division of the Department of Labour. In the United States the work was centred in the federal Department of Agriculture.

But there were other categories of greatly needed seasonal labour, the movement of which had to be facilitated across the common border. These included potato, tomato and apple pickers, woods workers, maple sugar workers, tobacco workers and food processing workers. Informal agreements were worked out between the two governments to carry out this program. The informal arrangements were worked out between the United States and Canadian State Departments, the active administration, as in the case of the combine movement, being directed in the United States by the Department of Agriculture and in Canada by the Department of Labour (Agriculture, Forestry and Fisheries Division).

Developments in Canada

In Canada during the early months of 1942, when the war production program was being expanded rapidly on a tremendous scale, local shortages of farm labour began to appear.

Later in 1942 National Selective Service regulations came into effect in a complete mobilization of Canada's human resources.

The extension of National Selective Service "to effect the orderly and efficient employment of the men and women of Canada for the varied purposes of the war" was announced by the Prime Minister, Right Hon. W. L. Mackenzie King in the House of Commons on March 24, 1942.

Briefly, the policy of war-time mobilization of manpower and womanpower, which became effective on March 23, provided for the direction of Canada's utmost effort on the three major fronts—the active service front, the industrial and labour front and the agricultural front. (LABOUR GAZETTE, April, 1942, pp. 402-9.)

The Minister of Labour, Hon. Humphrey Mitchell, was assigned the primary responsibility of extending this tremendous project while the direction, co-ordination and administration of policy was vested in a Director of National Selective Service. Within a few months of its inception, Mr. Arthur MacNamara was appointed to this exacting post in the dual capacity of Director, and Deputy Minister of Labour.

Among the Departments sharing in the allocation of manpower were the Departments of National Defence, Munitions and Supply, Agriculture, and Pensions and National Health.

An integral part of Selective Service Regulations was the "freeze" order which prevented workers from leaving their jobs without express authorization. However, this order was subsequently modified to permit farmers to accept employment in other primary industries, including woods operations during "off" seasons. Also included in the National Selective Service *modus operandi* was a system of labour exit permits. By this procedure workers were only permitted to leave the country after having obtained the necessary permission, this being granted only after close scrutiny into the circumstances.

In accordance with the spirit and intent of the Hyde Park Agreement these Labour Exit Permits, while preventing the casual movement of workers across the Border, facilitated the organized inter-change of agricultural labour on the international basis, already outlined in preceding paragraphs.

Thus for the duration of the war, and for a year after, the movement of farm labour was integrated into agricultural objectives pre-determined in the programs of each country.

Therefore, governed by seasonal requirements in both countries, there was an orderly two-way trek of farm labour across the border, without which maximum crop yields could not have resulted.

Accordingly, across the boundary between the Great Plain States and the Western Provinces long trains of combines under their own power moved to harvest the ripened grain, while in the woods of Maine thousands of Canadian wood cutters augmented the labour force of that State.

In November, 1946, some of the controls on the wartime Canadian economy were removed but Labour Exit Permits were not released until February, 1947.

Continuance of Project

With the spectre of famine stalking through the devastated areas of Europe the necessity of alleviating food shortages continued acute. Drawing upon the experience of the close co-ordination of agricultural projects during the war, organized group movements of agricultural workers continued under the grim urgency of maintaining maximum production to feed Europe.

Something else intruded into this problem of mechanized agriculture, and this, too, precluded any early abandonment of this post-war development of organized group movements. Once a crop is sown there are unpredictable factors—such as weather—that makes necessary quick mobilization of harvesting operations. A bumper yield in one section, with a spell of ideal weather, often determines the course and destination of a combine train. Here is where the machinery of directed group movements between the two countries is of incalculable value.

The practical results of this international co-operation during the war and the immediate post-war period are set forth in the following paragraphs:—

Exchange of Grain Harvesting Units

Each year since 1942 provision has been made for harvesting outfits and crews from the prairie provinces to assist in harvesting in the grain growing areas of the United States, and for similar units from that country to assist in harvesting in the Canadian West.

Applications from interested operators are made, in the case of Canadians, through the Farm Labour Directors, named under the Dominion-Provincial Farm Labour Program.

Operators in the United States apply through officials of the United States Department of Agriculture or of the State Extension Program. These officials, who work in close co-operation, keep informed continuously of each other's needs and of the number of harvesting outfits available. Only outfits which are approved by these officials are able to cross over the border under the specially relaxed immigration and customs regulations.

In earlier years, Canadian units were permitted to move to the United States on June 15, returning for the Canadian harvest by September 1. In 1947, due to a demand for Canadian outfits for early harvesting in Texas, Canadian combine units commenced moving on May 27.

The number of harvesting units participating in the movement has varied from year to year depending on weather conditions, the availability of outfits and other factors.

(It should be explained that a unit may consist of a combine and operator along with other vehicles, and up to seven helpers. The maximum number of helpers permitted in 1947 was three.)

During 1942 and 1943 only a limited number of Canadian units served in the United States while during that same two-year period 58 United States units trekked to Canada. In 1944 the balance swung the other way, 50 Canadian units proceeding to the United States. For 1945, 1946 and 1947, the Canadian totals were 165, 460, and 1,150 units respectively. The record-breaking wheat crop in the United States plus an unusually rapid ripening of the grain in Colorado and Nebraska were largely responsible for the large southward movement in 1947.

Movement of Potato Harvesters

Each Autumn, it has been the custom for Canadians in the border areas of Quebec and New Brunswick to assist with potato harvesting in Maine. As already outlined, during the war years this was placed on a controlled, organized basis. Arrangements for recruiting workers who could be spared temporarily from Canadian agriculture were negotiated through local agricultural committees, provincial agricultural representatives or agronomes and local employment offices. At each of the selected border crossing points the Canadians were met by farm labour officers in Maine who arranged for their allocation to farmers requiring help. Statements outlining the working and living conditions were given to each worker in printed form.

The movement of these workers is ordinarily started around September 12, and continues for approximately one week. Of the

total movement in 1945, 1946 and 1947, over 1,000 workers were recruited from urban centres in Quebec. Students and others also assisted, especially in the earlier years.

Some idea of the numbers of Canadians participating in the Maine potato harvest is indicated as follows:—

	Quebec	N.B.
1942.....	200	580
1943.....	300	—
1944.....	1,100	380
1945.....	3,800	300
1946.....	4,500	300
1947.....	6,200	480

North Dakota.—A somewhat similar movement of potato harvesters has been arranged each year since 1943 through the federal and provincial farm labour officials in Manitoba, and the agricultural officials in the United States and the potato growers there. The numbers involved in this movement have been as follows:—

1943.....	255
1944.....	200
1945.....	1,209
1946.....	1,000
1947.....	1,000 (requested)

During 1945 and 1946 some workers were recruited from the City of Winnipeg, in addition to those permitted to leave from the border area of the province. The movement was mainly limited to women and young people, since adult males were required for harvesting on the prairies. The movement usually occurs around the middle of September.

Maple Sugar Harvesters

There has been an annual movement from the province of Quebec since 1943 of workers needed on maple sugar harvesting operations in nearby centres in New England. The movement has ordinarily started around the middle of March. The harvesting period usually extends from one to two months. The numbers who have crossed the border have been in the neighbourhood of 300 to 500 annually.

Tobacco Workers from Southern States to Ontario and Quebec

A number of experienced tobacco workers consisting mainly of "primers" and "curers" move to Canada each year before the special arrangements were made for exchanging labour between the two countries. In 1940, for example, there were 907 men who entered Canada for this purpose. Since 1940, the

numbers have increased as indicated in the following records of those who have entered:—

	Ontario	Quebec
1941.....	1,610	—
1942.....	2,172	—
1943.....	1,469	—
1944.....	1,511	65
1945.....	1,502	41
1946.....	2,000	—
1947.....	1,350 (up to 1st week in October)	—

Arrangements are made each year for representatives from the Dominion-Provincial Farm Labour Committee in Ontario to recruit these experienced workers in the southern states in conjunction with federal and state agricultural officials. A simple immigration form is used by the Canadian immigration authorities to record the movement into and out of Canada of these men. Transportation is ordinarily paid by the farm employers.

Other Movements of Farm Workers

During 1945 and 1946, a number of workers were recruited in the province of Quebec, mainly from urban centres, to assist in harvesting a variety of crops in the New England States and in New York. In 1945 the movement was largely confined to men who helped with haying in New Hampshire and Vermont, and in fruit processing in New York State. Approximately 100 workers participated in these movements. In 1946 the workers were recruited for bean and pea harvesting, and apple picking, in addition to haying and fruit processing. Over 1,000 workers participated, including around 100 from New Brunswick, some of whom worked in vegetable processing plants in Maine for which special arrangements were made between the United States and Canadian Departments of Labour. In 1947 similar movements occurred but the total number was much smaller.

During the past summer, arrangements were also completed with the United States Department of Agriculture for the movement of some 225 sugar beet workers from southwestern Saskatchewan to northern Montana. These workers were permitted to cross the border on September 15 and return not later than November 20.

Each year a number of Indians move from Canada to neighbouring areas in the United States to help with fruit picking. They are free under treaty right to move across the border, but due to serious farm labour shortages in Canada, some efforts were made during the war years to reduce the numbers involved in these movements, which are mainly limited to British Columbia and the Maritimes.

Operations in Maine

Mention should also be made of a large movement of farmers each fall and winter from Quebec and Northern New Brunswick to woods operations in Maine and other New England States. During the war years, this movement has been maintained within limits arranged between the Canadian and United States Departments of Labour, through the issuance of Labour Exit Permits by local National Employment Service Offices. The quotas of skilled workers designated as of November each year are as follows:—

1941.....	2,000
1942.....	2,600
1943.....	3,500
1944.....	4,500
1945.....	6,000
1946.....	8,400
1947.....	9,000

The numbers employed during the winter months are approximately equal to the quotas, employment normally falling off during the summer when many workers return to their farms.

Appraising the results of all these trans-border movements from another angle, it is possible that some features of this develop-

ment may have permanent economic value to the two countries. From a purely Canadian standpoint the fact that these workers from Canada bring back in wages a substantial total of United States dollars is of definite benefit in meeting the present exchange deficit. Indicative of the importance of this factor, are the wage totals received in 1947 by workers from Canada. As an indicator of the work and earnings of one Canadian group only, the returns from Saskatchewan for 1947 operations show that 649 combine units proceeding to the United States from that province combined over 630,000 acres for gross earnings of nearly \$3,000,000. Taking into account all these movements from Canada in 1947 it is estimated, conservatively, that the total of earnings in United States currency will exceed \$15,000,000.

Thus a movement which started from the Hyde Park Agreement as part of a larger plan of hemispheric defence, progressed, under the impact of war, into a major factor in maintaining food supplies, and now that the organized arrangements have yielded such concrete benefits, the system is being projected into the peace period to make its contribution in alleviating the present world food shortages.

United Nations Approves ILO Resolution on Freedom of Association

REFERENCE was made in the November issue of the *LABOUR GAZETTE* (p. 1592) to the resolution on freedom of association adopted by the International Labour Conference at Geneva last July, and to the action taken by the Economic and Social Council in approving the ILO document.

The ILO report subsequently became the subject of an extended debate in the Third Committee of the United Nations General Assembly, where it was opposed by a minority of members, who argued specifically against certain of its provisions and called for greater

participation in consideration of the subject by the World Federation of Trade Unions.

Following approval of the report by the Committee, it was endorsed by the General Assembly on November 17. It was then transmitted to the Commission on Human Rights, for consideration of those aspects of the subject which might appropriately form part of a bill or declaration of human rights.

A list of workers' rights submitted by Argentina, was also approved by the Assembly.

International Labour Organization

First Sessions of ILO Industrial Committees

THE International Labour Office has prepared an analysis of the work of the industrial committees of the ILO during their first sessions. (Accounts of these meetings have appeared in the *LABOUR GAZETTE* during the last two years.)

Seven committees, dealing with the following industries, have so far held their first sessions: coal mines, inland transport, iron and steel, metal trades, textiles, building and petroleum. An eighth committee, set up recently for the chemicals industry, will meet in France in the spring.

The agenda of each of the first meetings was drafted in very wide terms and as a result the discussions were necessarily of a general nature. In each of the industries covered, the war has raised a very large number of complex problems. It was therefore only natural that as the members of the Committees met very shortly after the war they felt obliged to express their views on all those problems and suggest the solutions they advocated. The meetings therefore provided a wealth of detailed information on the present situation and on recent developments in these industries.

A total of 85 resolutions was adopted by the seven committees. The subjects dealt with included: manpower problems (recruitment, vocational guidance and training in labour-short industries); full employment; conditions of work (especially hours of work and holidays with pay); industrial relations; wages (guaranteed wages, minimum wages, bonuses, etc.); social security; safety and health.

The Office comments as follows on the achievements of the committees:

"Although the subjects discussed were often controversial, the committees worked in a spirit of mutual understanding and with an obvious desire to reach agreement on practical solutions. Evidence of this desire to reach an understanding can be found in the fact that practically all the conclusions were reached unanimously.

"It would seem reasonable to suggest that the results of the first meetings of industrial committees have been satisfactory. These first meetings brought within the orbit of the Organization extensive new fields of industrial activity. They also had for the Organization a publicity value which must not be underestimated. The tripartite system, so success-

fully employed in the past in International Labour Conferences, has now been applied to a series of different industries. While it is true that the conclusions so far reached are somewhat general and vague in character, it would seem that from now onwards it should be possible to obtain more definite and concrete conclusions.

"If the activities of the industrial committees are closely followed and due guidance is given to them in their work, if the agenda is carefully planned, if meetings are held at the most desirable intervals, if conclusions are drawn up in the most suitable form, and if action is taken to urge Governments to apply those conclusions as widely as possible, then there is every reason to hope that the industrial committees will go from strength to strength."

Work of Committees Studied by Governing Body

The Office analysis of the work of the industrial committees was considered by the Governing Body at its 102nd Session at Geneva, June 13 to July 10, 1947.

Representatives of the workers', employers' and government groups alike supported the principle of industrial committees.

The Governing Body took a number of decisions designed to improve the work of the committees; among other things it was agreed to allow a longer period (18 months to two years) between sessions of the committees, in order to give the Office time to collect all available material and submit preparatory reports with proper care.

It was decided not to set up, for the time being, new industrial committees for the timber and wood-working industries, or for metal mining as had been earlier proposed.

Canadian Appointments to ILO Bodies

The Governing Body at its 102nd Session appointed Mr. Charles McCord, Department of Labour, Canada, as substitute member of the Administrative Board of the ILO Staff Pensions fund.

It also appointed Mr. Herbert Marshall, Dominion Statistician, as Canadian representative on the committee of six experts set up to advise the Governing Body concerning the determination of the eight states of chief industrial importance.

Second Sessions of Industrial Committees on Iron and Steel and Metal Trades

MEETING at Stockholm, the Iron and Steel Committee and the Metal Trades Committee of the International Labour Organization held their second sessions from August 20-29 and from September 3-12 respectively.

The first meetings of these committees, held at Cleveland and Toledo in 1946, were described in the issues of the *LABOUR GAZETTE* for June and November of that year, on pages 729 and 1538.

Like the other six industrial committees of the ILO, these committees are tripartite

in structure, consisting of representatives of governments, workers and employers from the member countries. Their function is to treat the special problems of particular industries, giving them more detailed and continuing attention than is possible at the General Conference of the ILO.

Their resolutions are normally directed to the Governing Body of the ILO with the request that they be transmitted to the governments and to the workers' and employers' organizations concerned.

Iron and Steel Committee

Three main items were on the agenda of the second session of the ILO Committee on Iron and Steel.

Under the first of these the Committee studied ways and means of regularizing production in the industry—and thus employment—at a high level.

The second item, Minimum Income Security, gave opportunity for a discussion of various types of guaranteed wage systems.

Labour-management co-operation was the third item.

The Committee also debated a General Report prepared by the International Labour Office dealing with recent events and developments in the industry, and with action taken in the various countries and by the Office to give effect to the decisions of the first meeting.

The following 14 nations sent delegations to the meeting:—United States of America, Australia, Belgium, Brazil, Canada, China, France, United Kingdom, India, Italy, Luxembourg, Mexico, Sweden, Union of South Africa. A total of 90 persons, consisting of 77 delegates and substitutes and 13 advisers, were present.

The Canadian delegation was as follows:—

Government Delegates.—Mr. J. A. McClelland, Member, National War Labour Board, Ottawa; Mr. J. S. McCullagh, Assistant Director of Industrial Relations, Department of Labour, Ottawa.

Employers' Delegate.—Mr. Arthur H. Munson, Director of Industrial Relations, Dominion Bridge Company Limited, Montreal.

Workers' Delegates.—Mr. Wm. Mahoney, International Representative, United Steelworkers of America, Sault Ste. Marie, Ont.; Mr. George P. Schollie, Secretary Canadian Office, International Association of Machinists, Montreal.

Mr. W. Björck, Government delegate, Sweden, acted as Chairman of the Committee, while as Vice-Chairman the Committee elected Mr. R. Mather, United Kingdom, for the employers' group, and Mr. A. Gailly, Belgium, for the workers' group.

The Secretary-General of the meeting was Mr. John Price, International Labour Office.

The Iron and Steel Industry

The outlook for the steel industry in most producing countries, according to a report prepared by the International Labour Office "is dominated by two factors: first, the extremely heavy demand for steel for reconstruction and re-equipment, following in the wake of the war; second, uncertainty on the question whether or no the more highly developed countries, especially the United States, will escape an early post-war downswing in the business cycle. . . .

"European production of steel is in a recovery and expansion phase, still limited by coal shortages. Plans for further expansion of steel-making capacity and for modernization of facilities are prominent in France and the United Kingdom. Steel production and demand remain high in the United States, although some observers maintain that steel supply there may overtake demand before many months. Unemployment is not at present a problem in the steel industry, although the possibility of a

cyclical downturn, especially in the United States, cannot be excluded."

Procedure of Committee

The Committee held a debate on the General Report at a series of plenary sittings. Meanwhile the other three items on the agenda were considered by subcommittees, whose reports were later submitted to the Committee as a whole for approval. The subcommittees were aided in their work by the preliminary reports which had been prepared by the Office.

Production and Employment

The Report prepared by the Office entitled *Regularization of Production and Employment at a High Level* points out that the problem of irregularity of employment has in the past been especially serious in the iron and steel industry in almost all steel-producing countries. Changes in the level of production activity are of course the basis of employment irregularity.

The ILO Report divides the problem into three aspects. The first type of unemployment is caused by cyclical swings in steel production, which make up an important component of the general business cycle. Thus, stabilizing employment in steel is closely bound up with the question of stabilizing the economy in general; and in this connection the ILO has on a number of previous occasions advocated policies designed to maintain full employment.¹ The Report also calls particular attention to the pricing policies of the industry as important factors bearing on the general level of industrial activity and employment.

The second aspect of the problem has to do with the effect on the industry of long-term changes in the economy, such as basic shifts in technology or in the patterns of industrial demand. Consideration of this matter, the Report states, "presents a question whether stability programs for steel should be aimed at relative stability around a rising or a falling trend. A study of full-employment patterns in the United States suggests that if full employment is to be maintained, the present steel-making capacity of the country will need to be expanded in order to supply the necessary materials."

The third aspect of the problem relates to short-term fluctuations in production, result-

ing from seasonal factors or other causes. The Report suggests that in this connection two devices "are especially worthy of consideration, namely, the proposal to encourage those types of purchasing policies of important steel consumers which help to stabilize steel employment, and the proposal to encourage production of steel for stock. Admitted difficulties with the second plan centre about the expense of storing such a bulky commodity, and the deterioration which affects certain types of steel products." The Report also notes a variety of efforts of steel producers to regularize the production of particular products and in other ways to stabilize the over-all level of their activities.

The subcommittee on Production and Employment had before it the ILO Report. After an exchange of views four draft resolutions were submitted, one by the employers, two by the workers and one by the Mexican delegation. A consolidated resolution was finally approved for submission to the Committee in plenary session, where it was adopted with one minor change.

Following a lengthy preamble, which touches on many of the points mentioned in the ILO Report, the resolution makes a number of proposals, among them the following:—

That the Office assemble and analyse such information as may be available on fluctuations in demand for the principal types of steel products, and their effect on employment;

That methods of timing purchases of steel in such a way as to promote greater regularity in production be explored in conferences between representatives of the iron and steel industry and of the major steel-consuming industries, such conferences to be sponsored in the various countries by the governments and organizations concerned;

That the movement to eliminate unnecessary varieties in manufacturing be encouraged;

That the Office inquire into the feasibility of extending the practice of production for stock;

That plans for promoting the regularization of production in the steel industry should take full account of earlier ILO recommendations in regard to public investment policy;

That the ILO express to the United Nations its readiness to co-operate in a study of the proposal recently submitted to the Economic and Employment Commission "for the promotion of an auxiliary stream of investment from the highly industrialized countries to less developed areas (in addition to a regular long-term development program), with a view to utilizing the excess capacity during depression of the industrialized areas and thus promoting higher levels of activity and employment in those areas and accelerating the development of the less developed areas."

¹ In particular the ILO International Development Works Committee made recommendations in 1946, which were summarized in the *LABOUR GAZETTE* for March of that year, page 278.

The resolution also asks the Governing Body to request the Office to carry out an inquiry into vocational training methods, promotion of workers, and recruitment policies in the industry, and also to study the effect on employment of technological improvements.

Minimum Income Security

A description of various types of guaranteed wage plans, in industry generally and in the iron and steel industry in particular, and their application in various countries, is contained in the Report prepared by the Office entitled *Minimum Income Security*.

New Zealand and the United Kingdom are indicated as countries in which guaranteed wage plans have achieved a certain degree of acceptance, while in the United States considerable interest in the subject is being displayed. "In Canada," the Report states, "though few guaranteed wage schemes are actually in operation, employers, labour groups and Government agencies have given steadily increasing attention to the idea of a guaranteed annual wage or an assured minimum period of annual employment."

In the iron and steel industry, a "guaranteed week" has been in operation in the United Kingdom since 1941, at first under the provisions of a statutory order, and more recently on the basis of freely negotiated collective agreements.

Discussion by the subcommittee centred on the subject of the guaranteed weekly wage. A draft resolution was submitted by the workers' group on which the subcommittee was unable to reach agreement, the employers' group being opposed to recognition of the principle of a guaranteed weekly wage in the iron and steel industry, on the grounds that the whole question of wages, which undoubtedly would include the question of a guaranteed weekly wage, had been placed on the agenda for the next International Labour Conference. To submit a resolution favouring the principle of a guaranteed weekly wage in the iron and steel industry might prejudice the discussion at the next Conference as to the general application of this principle. Moreover, the employers felt that sufficient information on the subject was not available as, apart from one or two countries, the matter had not developed beyond the experimental stage.

The subcommittee finally agreed that instead of a formal resolution, a Memorandum addressed to the Governing Body should be prepared.

The most important paragraphs in this Memorandum take the following stand on the question of the guaranteed weekly wage:—

"The Committee is of the opinion that the iron and steel industry has attained such a state of development by its constant technical progress that it may now be possible and desirable to look forward to an improvement in the methods of wage payment of its workers. As the wage is the main element in the workers' income, the improvement would take into account, beyond the payment of wages for services rendered, the social necessity of ensuring the workers a guaranteed weekly wage. The Committee recommends, therefore, the adoption and the application, wherever feasible, of the principle of a guaranteed weekly wage in the iron and steel industry.

"The guaranteed weekly wage would constitute a substantial improvement over present conditions for many workers in the iron and steel industry, by protecting them to a considerable extent from the effects of intermittent employment.

"The Committee realized that conditions vary in the countries represented therein. It considers therefore that it should be left to the organizations of employers and workers, acting through their collective bargaining machinery, to work out the most practical means of introducing in their respective countries the guaranteed weekly wage for iron and steel workers."

These paragraphs were opposed by the employers' representatives, being construed by them as accepting the principle of the guaranteed weekly wage, which they were not prepared to do at this state. They were, however, accepted by the workers' and government delegates, and were adopted in plenary session by a vote of 38 to 14.

Other sections of the Memorandum carried without opposition, including a recommendation that the Office collect from the iron and steel producing countries information on the practical application of systems of minimum income security, and submit it to the next session of the Committee.

The Canadian Government delegation supported the entire Memorandum on the ground that the principle of a guaranteed weekly wage had already been accepted in certain industries in Canada and because the Memorandum indicated that the application of the principle should be effected through the established collective bargaining machinery.

On the recommendation of the subcommittee, the Committee also requested that the Office collect information on the observance in the various countries of measures concerning dismissal pay and payments for public holidays.

Labour-Management Co-operation

The Report prepared by the Office entitled *Labour-Management Co-operation* dealt with the questions of freedom of association and collective bargaining machinery, and labour-management co-operation at the industry and plant levels. After the Report was prepared, however, the question of freedom of association had come before the General Conference of the ILO at its 30th Session (Geneva, July, 1947), which had adopted a resolution and also decided to include the subject on its agenda at the 1948 Session. The Office therefore decided to withdraw the draft resolution contained in its Report for the Iron and Steel Committee.

Under these circumstances, the subcommittee limited its action on the question of freedom of association to a resolution noting "with satisfaction" the resolution adopted by the Conference. The employer members abstained from voting, both in the subcommittee and Committee sessions, on the ground that the Committee had no authority to express any opinion, whether of approval or disapproval, with regard to any action taken by the General Conference.

In regard to co-operation at the industry level, the subcommittee adopted a resolution submitted by the employers recommending that consideration be given to the setting up in each country, "where practicable and where no similar organization exists, of a national joint consultative committee consisting of the representative organizations of the iron and steel employers and the iron and steel workers' trade unions." Such committees, the resolution stated, would have the function of considering and making recommendations to their organizations concerning the implementation of decisions reached by the ILO Iron and Steel Committee and other matters concerning the welfare of workers and production. It was understood that, where desirable, representatives of governments and other groups could be included in the committees.

The resolution failed to get the support of the employers' members from the United States and Canada, but was adopted in plenary session by a vote of 53 to 2.

In regard to co-operation at the plant level, the establishment of works committees (corresponding to labour-management production committees in Canada) was recommended.

The Italian Government representative moved an amendment which would have had the effect of permitting all employees to elect representatives to such committees instead of allowing the trade unions with membership

in the establishment to elect or appoint them. The workers' representatives opposed the amendment, which was defeated. The Canadian Government representatives voted against the amendment on the ground that works committees in establishments where no collective bargaining relationships exist tend to become negotiating committees and thus prejudice trade union organization.

The resolution was finally adopted as originally submitted.

A further resolution requested that the Office continue the studies on safety and health conditions in the iron and steel industry undertaken in accordance with the resolution on safety measures adopted at the first session of the Committee in Cleveland in 1946.

Other Resolutions

The Committee passed a resolution asking the Governing Body to communicate to the Governments of the countries represented, the following definition of the Iron and Steel Industry, for guidance in making nominations for future sessions of the Committee:—

- (a) the extraction of iron from iron ores whether in the blast furnace or by any other process;
- (b) the production of steel ingots, wrought iron and steel for castings;
- (c) the operation of rolling steel and wrought iron, whether in the hot or cold state;
- (d) the manufacture of sheet coated with tin, zinc or other metals;
- (e) the drawing of iron and steel wire.

The Committee also adopted a resolution concerning the standardization of certain statistics in the iron and steel industry, proposed by a Working Party on Statistics and submitted through the Steering Committee.

General

Many delegates raised questions, in subcommittee and in plenary sessions, as to the exact scope and functions of the Industrial Committees and their relationship to the General Conference of the International Labour Organization. Concern was expressed because of the action of the Office in withdrawing from consideration the draft resolution on labour-management co-operation because this subject is to be discussed at the next General Conference in 1948. Similarly, the employer members declined to express an opinion on the guaranteed weekly wage because the whole field of wages is on the agenda for the 31st Session at San Francisco

in 1948. Views were expressed in favour of submitting resolutions on these topics on the ground that they might be of some guidance to the General Conference as interesting trends and views in the iron and steel industry; but on the other hand some delegates were against submitting resolutions on these subjects lest they prejudice the decisions of the General Conference.

There was a general feeling that the Governing Body was responsible for any over-

lapping of functions that might seem apparent and while no formal resolution was moved, Sir John Forbes-Watson (Great Britain), representing employers on the Governing Body, in his remarks at the closing session of the Committee, undertook to take up this matter at an early session of the Governing Body with a view to clarifying the functions of the Industrial Committees and preventing the overlapping and duplication of work.

Committee on Metal Trades

The Committee on Metal Trades had for its second session the same agenda as did the Iron and Steel Committee, namely: regularization of production and employment at a high level; minimum income security; labour-management co-operation; and a General Report.

The following 16 countries were represented at the meeting: United States of America, Australia, Belgium, Canada, Denmark, Finland, France, United Kingdom, India, Italy, Mexico, Netherlands, Norway, Sweden, Switzerland, South Africa. A total of 109 persons, consisting of 96 delegates and substitutes and 13 advisers, were present.

The Canadian delegation was as follows:

Government Delegates.—Mr. J. A. McClelland, Member, National War Labour Board, Ottawa; Mr. J. S. McCullagh, Assistant Director of Industrial Relations, Department of Labour, Ottawa.

Employers' Delegates.—Mr. S. C. Evans, Taylor-Forbes Ltd., Guelph, Ont.; Mr. A. H. Lawraon, Eureka Foundry Manfg. Co. Ltd., Woodstock, Ont.

Workers' Delegates.—Mr. Geo. P. Schollie, Secretary, Canadian Office, International Association of Machinists, Montreal; Mr. Lucien Lavellee, National Metallurgical Federation, Canadian and Catholic Confederation of Labour, Montreal.

The Chairman of the Committee was Mr. Henry Altman, Government delegate, Poland; while the Vice-Chairmen were Mr. George Romney, United States, representing employers, and Mr. Robert Openshaw, United Kingdom, for the workers' group.

The Secretary-General of the meeting was Mr. John Price, International Labour Office.

Procedure of Committee

The Committee debated the General Report in plenary session. The other three items were considered by subcommittees, whose reports were later submitted to the Committee as a whole for approval.

Canada was honoured in the election of Mr. McClelland as Chairman of the Subcommittee on Minimum Income Security.

Production and Employment

The Report prepared by the International Labour Office which was before the subcommittee on Production and Employment, and which was entitled *Regularization of Production and Employment at a High Level*, has specific reference to the problem as it affects the automobile industry.

Following a discussion of the economic significance of the industry, of its past record of sharp fluctuations in production from year to year and from month to month, of the causes of these fluctuations, and of possible methods of reducing them, the Report points out that while the existing heavy demand is likely to continue for many more months, nevertheless from a long-term point of view "it must be concluded that the growing dependence upon the automobile as a necessary form of transportation has failed to assure a more steady demand for new automobiles; that, on the contrary, the combined effect of automobile durability, used car availability, and consumer sensitivity to price and style has made the automobile industry more subject than ever to fluctuations in demand.

"Unless greater stability is achieved in the economy as a whole, therefore, the problem of regularizing automobile production and employment is one which time will apparently worsen rather than solve, regardless of the expansion which is now taking place. In particular, the severity of cyclical fluctuations in the automobile industry may be expected to increase with expanding automobile ownership, and even under conditions of sustained full employment there would remain the peaks and valleys in demand which weather and changing models produce.

"A calculated effort must therefore be made to deal with the fluctuations in demand and

the resulting fluctuations in production and employment which may be expected to reappear after current deferred demand has been met."

The Report adds: "One of the most obvious conclusions which must be drawn from even a superficial review of this problem is the complete mutuality of interest which obtains among management, labour and consumer in any effort to level off the fluctuations in automobile production. Each would stand to benefit from greater regularization, and the future of each would be enhanced by a serious study now of the various means which might be employed and the measures which ought to be in readiness which current high levels of demand no longer obtain."

The subcommittee also had before it a section of the General Report dealing with technological improvements in the metal trades and their effects on employment. The Report points to the inadequacy of the information available for a detailed study of the problem, but stresses the great interest that such a study would have.

As a result of its deliberations, the subcommittee adopted seven resolutions, all of which were subsequently approved by the Committee in plenary session, and which ask the Governing Body:

To suggest to governments that they set up agencies, where such do not already exist, to collect and analyze information on the problems affecting the metal trades, and make recommendations;

To arrange for the collection of forecasts of the long-term demand for metals;

To request the Office to prepare a report on the development internationally of a fair distribution of raw materials; and on the possibility of specialization in particular branches of the national metal trades industries so that they might complement each other;

To request the Office to study further the effects upon employment of technological improvements;

To recommend the use of training programmes, vocational guidance, etc.;

To support the efforts of underdeveloped countries to obtain equipment and financial and technical assistance;

To help see that war-devastated countries are provided with assistance.

Minimum Income Security

The Report on *Minimum Income Security*, prepared by the Office, notes that there are "very few" guaranteed wage plans in operation in the metal trades. In the United Kingdom, however, wages for a 34-hour week are guaranteed in the engineering industry, and for a 47-hour week in railway workshops;

while in the United States the United Steelworkers of America have agreement with various companies in the metal trades containing provision for guaranteed wages.

The subcommittee adopted a resolution on income security, worked out as a compromise expression of the conflicting views of the employers' and workers' members.

Its main provisions are as follows:

1. The Governing Body of the International Labour Office is invited to inform the next session of the International Labour Conference at San Francisco that the Metal Trades committee holds:
 - a. That income security, if, when and wherever economically possible, is in the interest of sound labour relations;
 - b. That there should be continued studies of the problem of income security which would deal with the problem on a realistic basis that would safeguard the interests of the workers, employers and consumers in all countries represented on the Committee;
 - c. That, to be constructive and lasting, any solution of this problem must be based on a realistic consideration of industrial development, economic conditions, existing legislation, current practices and the benefits of unemployment and other social insurance schemes;
 - d. That in connection with the study of income security there should be a review of existing legislation in such pertinent fields as social insurance and in minimum wage and hours, in order that the inter-relationship may be evaluated to the end of coordinating their effects; and
 - e. That it would be desirable for the Conference to consider the possibility of adopting guaranteed wage plans, if, when and wherever economically possible, preferably through the process of free collective bargaining, which will meet the varying conditions of different countries and of different segments of the metal trades. Any guaranteed wage plan is self-defeating, however, if it involves an employer in additional costs to the point where his ability to adjust becomes unduly limited.
2. A limited number of systems of calculating time rates or piece rates which are simple enough to be understood by all workers to whom they apply should be worked out and adopted by the organizations of employers and workers in the different countries concerned.
3. The Governing Body of the International Labour Office is invited to request the Office to continue its study of the guaranteed wage problem in the metal trades bearing in mind the principles set forth in this resolution as to the basis on which such studies should be made; this study should include a thorough examination of anticipated savings and increases in production resulting from the possible adoption of guaranteed income plans as well as additional costs to be borne by the employers and by the consumers.

This resolution was adopted in plenary session by a vote of 59 to 3, with 9 abstentions, following the defeat by 36 to 28 of an amendment proposed by the employers, which would have substituted the words "minimum income security" for the words "guaranteed wage" in paragraphs 1 (e) and 3. The Canadian Government delegates voted against the amendment because they felt it was necessary to emphasize that the guaranteed wage is one specific feature of minimum wage security.

Similarly, the Canadian Government delegates voted for the resolution because its implementation is left to the process of free collective bargaining.

Labour-Management Co-operation

Following the same action it had taken at the meeting of the Iron and Steel Committee, the Office withdrew a section of its report on *Labour-Management Co-operation*, since the broad subject of labour-management relations had recently come before the International Labour Conference.

The subcommittee agreed to refrain from making proposals which might prejudice the decisions of the Conference, and accordingly decided to embody its conclusions in the form of a Memorandum to the Governing Body rather than a resolution. The Memorandum asks the Governing Body to call the attention of the Conference to a resolution adopted at its first session which recommends:

"A. In the social field, the establishment of bargaining units, units responsible for interpreting agreements and supervising their application, and units for mediation and arbitration in case of disputes arising either before or during negotiations or again during the validity of collective agreements binding on the parties; according to the functions which they would be required to perform, these units might be national or regional or at factory level, it being understood that the matter would in no way take the place of the organizations parties to the collective agreements" and further recommends:

"B. In the economic and technical field,

- (a) the establishment of joint national committees for the metal trades, the object of which would be to assist the industry in maintaining its maximum efficiency by a full use of its economic, human and technical resources, should be taken into consideration;
- (b) the establishment of joint committees on the factory level with the object of maintaining and developing production without restricting the prerogatives of management should also be taken into consideration."

The subcommittee adopted also a resolution asking that the Office obtain further information on co-operation in industry. Its actions were unanimously approved by the Committee in plenary session.

Other Resolutions

A resolution submitted to the plenary sitting by the employers' group asked the Governing Body to obtain and provide the Committee with information concerning the supply of metal product requirements and the methods used to expand the domestic and international use of metal products.

After some debate, it was agreed that the text be referred to the Governing Body for consideration without being passed as a formal resolution.

Another resolution invited the Governing Body to urge each country to speedily examine the proposals and resolutions of the Metal Trades Committee and to take the necessary action for putting them into effect.

A resolution defining "metal trades" was also adopted. As the proposed definition appeared to be broader than that generally observed in Canada, the Canadian Government delegation abstained from voting.

The definition was as follows:

For the purpose of indicating the range of industries and trades with which the Committee is concerned, the term "metal trades" shall be considered to comprise the fabrication, manipulation and construction of iron and steel and non-ferrous metals (but excluding in general precious metals), together with substitutes therefor and ancillaries thereto, in the manufacturing and processing and/or the repairing and servicing of finished or semi-finished products.

Conventions of Labour Organizations

BRIEF accounts of the 1947 conventions of the two major labour organizations in the United States, the American Federation of Labour, and the Congress of Industrial Organizations are presented below.

The AFL Convention, its sixty-sixth, was held in the Civic Auditorium, San Francisco,

October 6 to 16. The ninth Convention of the CIO took place in the Hotel Bradford, Boston, October 12 to 17.

Also appended is a summary of trade union meetings held in Czechoslovakia, Germany and Italy.

American Federation of Labour

APPROXIMATELY 700 delegates, representing over 7,500,000 members, took action on a wide range of issues of interest to labour at the AFL Convention. Among these were resolutions authorizing a vigorous, nation-wide campaign to effect an early repeal of the Taft-Hartley Labour Act; ordering the setting up of an "Educational and Political League;" endorsing the Marshall plan of aid to European countries; protesting "the rising tide of inflation" in the United States; enacting an amendment to the constitution of the Federation making its President and Secretary-Treasurer its sole officers, and electing Daniel J. Tracy of the Electrical Workers to replace John L. Lewis of the United Mine Workers, as a member of the Executive Council of the Federation.

Among the many speakers who addressed the Convention were Judge Lewis B. Swollenbach, Secretary of Labour for the United States, Governor Earl Warren of California, Hubert H. Humphrey, Mayor of Minneapolis, General Mark Clark, of the U.S. Army, Kurt Schumacher, German democratic leader, and James F. O'Neil, Commander of the American Legion.

Address of President, William Green

In his keynote address to the Convention, President William Green declared that the repeal of the Taft-Hartley Act was "the No. 1 objective of American labour." He pledged "uncompromising efforts to achieve the defeat of every member of Congress who had voted for the oppressive anti-union law." He declared that labour "resented the action taken by the State legislatures and the Congress of the United States in passing anti-labour legislation after the war is over and following the establishment of such a wonderful record as labour made during that great conflict."

A major portion of Mr. Green's address was devoted to refuting the charge that labour's productivity was at a low level. He declared

that "we (the United States) are now producing 59 per cent more actual physical products than in 1939 and 80 per cent more than in 1929."

He declared that "a recent report of the federal Bureau of Labour Statistics showed that after deducting the increase in income taxes and inflated prices, the average unmarried factory worker with an income of \$49.37 per week in June, 1947, was worse off economically than the average factory worker with a weekly income of \$29.58 in 1941."

In the period between March, 1945, and June, 1947, "only the income of wage and salary workers stood still . . . though the cost of living jumped 24 per cent." Continuing, Mr. Green said, "Despite record-breaking production and the highest employment in the history of our country, prices in July (1947) stood 58 per cent above the prewar level."

Discussing the international situation, President Green declared that the workers of the United States and throughout the world earnestly desired peace and security. Nevertheless, "we will oppose, with all the power at our command, any attempt on the part of any nation to impose any sort of political philosophy upon any people throughout the world against their will", he said.

Mr. Green accused those who seek to blame labour for the soaring cost of living as misrepresenting the facts. Food prices have doubled, he declared, and "even the National Association of Manufacturers cannot successfully blame organized labour for that." He insisted that producers have an obligation "to return to the American tradition of producing in large quantities for a mass consumer market at the lowest possible prices compatible with American standards. Then, and only then, will we realize a strong, permanent economy with full production, full employment and purchasing power in the hands of our people sufficient to keep the wheels of American industry in full motion."

Turning to a discussion of Communism, Mr. Green declared, "our great convention has on different occasions declared to the world our uncompromising, irrevocable opposition to Communism and the communist philosophy. . . . We will have nothing to do with Communism in any shape or form."

Educational and Political League

In order to counteract what was termed "the anti-labour actions" of the Federal Government and several of the State legislatures, the Convention instructed the Executive Council of the AFL to establish an "Educational and Political League." The general objectives of the League will be to campaign for the repeal of "anti-labour" legislation and "to regain the self-government of which the Taft-Hartley Act robbed us."

Address by Canadian Fraternal Delegate

Mr. Robert Brown of Toronto, a member of the International Printing Pressmen and Assistants Union (TLC), stressed the value of co-operation in human relations. "Co-operation is democracy in perfect action. . . . It is the ultimate objective toward which all effort in social and economic progress is pointed. . . . It is the basic principle in . . . the fusing of all human elements into the brotherhood of man," he asserted. He claimed that it could be traced in the achievements of trade unions for the betterment of the working conditions and the standards of living of workers.

"Labour wants unity . . . a unity of ideals . . . it wants freedom from war . . . from want . . . and freedom and equality for all the peoples of the earth to destroy selfishness whether it be of men or nations," he said.

Mr. Brown contrasted the conditions that existed during the depression of the 1930's, with those of the war years and urged that it was necessary that "industry on this continent look with favour on the principle of collective bargaining and stabilization through labour unions," and asserted that industrialists should give consideration to "the depreciation of the worker" quite as much as in setting up funds for the replacement of out-worn machinery in their plants.

Foreign Policy

By a unanimous vote, the Convention endorsed the Marshall plan for European aid, "as a practical means of preserving world peace and bolstering the free governments of Western Europe." In addition, the Convention gave its approval to a ten-point declaration on foreign policy, "designed to put an end to international tensions and to eliminate world economic disintegration."

Among other things, this declaration urged the simultaneous withdrawal of all armies of occupation from foreign territories; the abolition of peacetime conscription in all countries by means of a collective agreement to be sponsored by the United Nations; the use of the technical and industrial resources of the United States to assist in the reconstruction of all war-torn countries that are willing to co-operate for mutual self-help and "the development of a healthy world economy;" the free interchange of information between countries in order to foster mutual understanding and friendship; and the application of the principles enunciated in the Atlantic Charter as the basis of international relations.

Other Resolutions

Among the many other resolutions adopted by the Convention were the following:—

Protesting the trend toward inflation and calling upon the government to take action to reduce the cost of living.

Amending the constitution of the AFL making President Green and Secretary Meany the Federation's sole officers.

Calling for the establishment of a comprehensive plan of social insurance.

Demanding the enactment of legislation to provide an extensive housing program.

Approving the admission to the United States of 400,000 European displaced persons.

Favouring generous federal aid for education.

Urging all affiliated unions to give serious consideration to demands for a shorter work-day in all future labour-management negotiations.

Directing the AFL to provide services for members planning to organize consumers' co-operatives.

Urging the dismissal from the government service of all known communists.

Ordering an intensification of the AFL's organizing activities, especially in the Southern States.

Pledging support of adequate minimum wages and old-age security for farm workers.

Asking for the removal of the federal payroll tax on wage workers of the U.S.

Favouring a holiday on all state, national primary and general election days.

Requesting an amendment to the federal Social Security Act to reduce the age for the payment of old age insurance benefits from 65 to 60 years of age and to provide payments to disabled workers at any age.

Petitioning Congress to raise the social security tax from one per cent to two per cent, so as to raise payments under the Social Security Act.

President William Green and Secretary-Treasurer George Meany were re-elected unanimously.

The sixty-seventh annual convention will be held in Cincinnati, Ohio, in 1948.

Congress of Industrial Organizations

MORE than 600 accredited delegates from 41 national and international unions, 34 States industrial union councils, 163 city and county industrial union councils, and 125 local industrial unions, representing a total membership of some 6,000,000 workers, took part in the deliberations of the CIO convention.

Among the many matters dealt with were: commodity price controls and the cost of living; housing and rent controls; State anti-labour legislation; social security; the foreign policy of the United States; and the necessity for labour unity and the promotion of political action in an "all-out fight for the repeal of the Taft-Hartley Labour Act."

Several notable personalities addressed the Convention. Hon. George C. Marshall, Secretary of State, went to some pains to show how carefully the American Aid-to-Europe program was being worked out, both to assure maximum results in Europe and to prevent undue strain on the American economy.

He asserted that "labour plays a vital part in the functioning of the modern state. If labour can be confused or embittered," he continued, "if labour can be made to lose faith in the community of which it forms a part, then the core of any national society is threatened." He declared that the issue today is not one of political labels, but whether or not civil liberties remain intact. "The rights of labour and the hope and possibility of further gains for labour are absolutely dependent upon the preservation of civil liberties," he said.

The Secretary of Labour, Hon. Lewis E. Schwellenbach, told the convention that while wage increases "have a relationship to price increases," nevertheless he denied "that all price increases should be blamed on wage increases."

Other distinguished speakers were, Senator Claude Pepper, Most Rev. R. J. Cushing, Governor Robert F. Bradford of Massachusetts, Hon. Maurice Tobin, Franklin Delano Roosevelt, Jr., and Rabbi Joseph L. Liebman.

President Truman's Letter

In a letter to President Philip Murray, extending his greetings to the convention, President Harry S. Truman said that "labour and industry, recognizing the seriousness of the situation abroad, will co-operate to raise the production level still further, to help meet the critical conditions which threaten the well-being of the entire world...."

Address of President Philip Murray

In his keynote address, President Philip Murray directed the attention of the convention to the "skyrocketing of prices in the United States in the course of the past several months." He asserted that the CIO "fought day in and day out for the maintenance of reasonable Federal price controls." Moreover, "it fought for rent control. Its voice was heard in the halls of Congress...." It predicted an inflationary situation if such controls were removed and he held that subsequent events have justified the prediction. "The most dangerous inflationary situation that has ever developed in the history of the United States of America now presents itself to the American people," he claimed.

Turning to "the opposite side of the picture," he declared that large profits made it possible for United States corporations "to pay mighty healthy dividends and save a great deal of money." He denied the claim of "certain politicians" that "high prices are directly attributable to high wages.... There have been no general wage increases in the United States in the course of the past eight or nine months," he said. In his opinion, "the recent skyrocketing of prices in the U.S.A., therefore, is directly attributable to those practices of extortion which lie at the doorsteps of the great industrialists and food combines in the United States of America."

He accused the Congress of the United States of failing to give attention "to any of the important problems which confronted our people." Instead, "the Congress enacted the Taft-Hartley Act," which he condemned as "a sinful piece of legislation," designed "to impose the wrath of its promoters upon millions of organized and unorganized workers throughout the United States of America," under the pretext that Congress had been given a mandate by the American people. To combat this legislation, Mr. Murray said, the CIO is undertaking "for the first time in our history, a real national campaign to organize votes and to get out large registrations.... for the 1948 elections. The answer has to be provided by ballots and by votes and by large registrations."

He declared that the CIO had to fight "in every legitimate way against the issuance of injunctions in labour disputes.... We have got to fight lynchings in the South.... We have got to attempt to secure the enactment of federal legislation that will impose justifiable penalties against the use of the mob

against any man or woman because of colour, race, or religion.... We must be free; not only within the CIO, but we must be free here in America, and that means that we must as a militant, crusading organization use our power in every legitimate way toward the attainment of these common goals, which will seek a reduction of all those evils which are opposed to us."

While admitting that he did not see many fields in which the CIO could work together with the AFL "in the common interest," there was one in which he felt they could co-operate and that was "the field of political action." He declared that the two organizations had "common enemies, working and planning day and night for the destruction of American unions...for the depression of American living standards." He made a plea to the AFL to "act for mutual defence before it is too late."

Social Security

The convention recognized "as one of its major continuing legislative tasks, the speeding of action toward establishment of a strong, unified national system of social insurance," for protection against "the economic hazards of illness, death and unemployment . . . as a part of the right and heritage of the people of a strong democratic nation."

Housing and Rent Control

Attention was drawn to the removal of rent controls and the abandonment of the emergency housing program. This, it was claimed, had led to rent increases and had opened the way to widespread evictions. It was urged that "merely to alleviate the worst hardship cases alone, this nation needs the construction of a minimum of one million new houses a year." A resolution was adopted calling upon President Truman to insist upon the enactment of legislation by the Emergency Session of Congress in November, to provide for new rent controls; provide governmental assistance in a large-scale program for the construction of rental housing; restrictive non-residential construction and to "give present occupants of existing publicly-built, war-housing projects prior consideration in the disposition of such projects".

State "Anti-Labour" Legislation

The Convention took action to check the flow of what was termed "reactionary and dangerous anti-labour laws" that had been passed by several of the State legislatures within the past year. It was held that these

laws formed "a peril to our movement just as dangerous as the iniquitous Taft-Hartley Act". A resolution was adopted demanding the stoppage of "the wilful destruction of social gains which has taken place and threatens to continue to take place . . . on the State level."

Other Resolutions

Among numerous other resolutions adopted were the following:

That the CIO support a program for consolidating all government activities dealing with the immediate interests of workers, into an enlarged Department of Labour, which would include the Federal Security Agency.

That the CIO, through its constituent internationals and its educational departments give every possible support to UNESCO.

That legislation, pending in Congress, designed to promote fair employment practices, be energetically supported.

That the CIO fight for the establishment of an economic bill of rights and the enactment of a full employment law.

That income tax exemptions be increased to \$1,500 for the individual; \$3,000 for a married couple; and \$500 for each dependent.

That the CIO renew its support of full protection for the job rights of veterans, including full seniority for all time spent in the services, vacation benefits, promotions and increases which they would have received had they not been in the armed forces.

That the CIO work for legislation that will broaden the child-labour provisions of the Fair Labour Standards Act to cover all interstate commerce and industrial agriculture.

That the Convention call upon its affiliated unions to co-operate with labour and farm organizations for the purpose of meeting mutual problems.

That the CIO fight to insure the achievement and protection of equal rights of women, both on and off the job.

That a vigorous program to promote collective bargaining be conducted.

That affiliated locals and industrial union councils be urged to support actively in their own communities, better schools and educational services.

That unemployment insurance benefits be made available to workers on strike.

That continued support be given to the World Federation of Trade Unions.

A replica of a bronze plaque was unveiled at the Convention as a memorial to the late President Franklin Delano Roosevelt, to "proclaim the affection and esteem in which the working men and women of the CIO" hold his memory. (The original plaque was unveiled in the children's wing of the Georgetown Memorial Hospital in Washington early in December, 1947.)

Philip Murray and James B. Carey were re-elected President and Secretary-Treasurer, respectively, for the ensuing year.

Trade Unions in Czechoslovakia, Germany and Italy

BRIEF reports of the proceedings of (1) the plenary session of the General Council of the Czechoslovakia Trade Unions; (2) the fifth Inter-zonal Conference of the German Trade Unions; and (3) a statement of the Italian General Confederation of Labour are given in a recent issue of *Information Bulletin*, fortnightly publication of the World Federation of Trade Unions. Summaries of these reports follow.

Czechoslovakia

Attended by 120 delegates, the plenary session of Czechoslovakia Trade Unions was held in Prague on July 3 and 4, 1947. The following questions were examined: (1) the structural organization of the trade unions; (2) intensification of trade union work; (3) social and political questions; (4) questions of national economy; (5) cultural problems.

It is stated that the composition of trade union bodies at all levels, from trade union groups in factories and districts to central committees of federations is determined by democratic elections, and that elections of works' councils have been carried out in accordance with existing laws and instructions.

Having completed its structural organization, the trade union movement is turning its attention to "strengthening its contacts with the masses of the people;" to "the education of trade union officials;" and to "relations between various sections of trade union movement."

With regard to social and political questions, the report, among other things, states that the Central Council "approves the work accomplished by the Administration and instructs it to undertake further steps tending to establish social security;" and that it considers "existing legislation makes it possible to meet the elementary requirements of large sections of the workers in the matter of social insurance." However, a speeding-up of negotiations in National Front organizations to enable the Bill on general insurance to be submitted to Parliament, is requested. The Council also demands that "the just and generally recognized principles of the estimation of work performed, should be taken as the basis in drawing up the new regulations governing the salaries of employees in Government Departments and Public Services."

Concerning questions of national economy, the Council commends the progress being made in the fulfilment of the two-year economic plan" and declares that the function of the trade unions is to transform the several factors that have contributed to this success

into "real mass movements and to extend them to all workers." Special attention is directed to the building industry which, it is claimed, has not made satisfactory progress in the fulfilment of the two-year plan. To correct this condition, the Council "demands the establishment of the necessary conditions to make good the delay which has occurred in the building industry," such as the guarantee of the necessary labour force, the introduction of mechanization and improved organizations. Among other demands, the Council asks for representation within the Central Co-operative Council and in Special co-operative unions.

Under the heading of "cultural questions" the Council urges the transfer of powers of control over cultural organizations to local cultural councils, as bodies of popular authority. Other demands of the Council are: (1) the application during this year of legislation to settle the question of the single state school; (2) exemption from taxation for undertakings of a cultural and educational nature; (3) the establishment of trade union courses for instructors and teachers in technical schools, as a means of improving technical education of young people in factories; (4) the provision by employers of health-giving gymnastics for young factory workers; (5) the same advantages in cultural institutions for pupils of technical schools as those offered to other students; (6) the enactment of a law governing theatrical undertakings.

Germany

The fifth inter-zonal conference of representatives of German Trade Unions was held August 7 to 9, 1947, at Badenweiler in the French occupation zone. The conference adopted the following agenda: (1) the affiliation of the German trade unions to the World Federation of Trade Unions; (2) collective contracts; system of labour legislation; (3) organizational questions; (4) making arrangements and drafting agenda for the next session.

The General Council of the WFTU, at a meeting held in Prague last June, agreed in principle to the affiliation of German trade unions to the WFTU. It was further agreed to establish in Germany a liaison bureau of the WFTU to maintain contacts with the German trade unions and to prepare, with them, conditions of unity on a national scale and by democratic methods. This arrangement was to become effective, with certain reservations having to do with the subsequent

structure and activities of the German trade unions. The conference of the German unions in August received "with great satisfaction," the action taken by the WFTU and instructed a working committee to draw up the necessary proposals for consideration at the next inter-zonal conference.

The fifth inter-zonal conference drafted a statement outlining the current economic conditions in Germany and urged the German people to do everything in their power to restore the possibilities of material existence. It was claimed that it was essential that the occupying powers and other competent authorities should assist these efforts; that all German trade unions "co-operate effectively in the improvement of the harsh conditions of existence"; that rural workers exert their greatest efforts to garner the harvests and that

women workers, civil servants, etc., assist by all means at their disposal. The German trade unions again confirmed their desire for the socialization of the coal industry and that in the meantime, "powers of control and of distribution should be transferred immediately to the German authorities."

Italy

The Secretariat of the Italian General Confederation of Labour, in a recent message to the Italian people, "declared a merciless war on the high cost of living and on speculation, which are," it was claimed, "the fundamental causes of the poverty and sufferings experienced by workers, pensioners, and the great majority of Italian families."

*Industrial Relations Conference at Dalhousie University**

ALMOST a hundred persons gathered at Dalhousie University in Halifax on November 19 for the annual conference on Industrial Relations. It was the largest attendance ever experienced in the ten-year history of the organization. Nearly all the major corporations of Nova Scotia were represented, as well as many other firms, most of them members of the Maritime Bureau of Industrial Relations which sponsored the conference.

After Colonel K. C. Laurie, Chairman of the Board of Governors of Dalhousie University, had welcomed the gathering, Premier A. L. MacDonald expressed his government's appreciation of the work done in the field of industrial relations. The Chairman of the morning session, D. R. Turnbull, greeted the distinguished speakers from the United States and Canada who were on the program. They included H. S. Fox, Commercial Attaché of the American Embassy in Ottawa, J. H. Brace, Vice-President of the Bell Telephone Company, Hon. L. D. Currie, Nova Scotia Minister of Labour, Dr. George F. Davidson, Deputy Minister of Welfare, Ottawa, Dr. E. P. Weeks, Department of Reconstruction and Dr. L. Richter, Halifax.

International Aspects

The subject of Mr. Fox's lecture was "International Aspects of Industrial Relations". He dealt with the close inter-relations which exist between conditions of production and labour relations, discussing the international aspects of the problem. Only in a sound world economy can labour be prosperous and the

trade agreements which have just been announced are, therefore, of profound importance to both partners in industry-management as well as labour. The draft charter of the new World Organization which was enunciated in August, and the new multilateral trade agreements provide an example of constructive international co-operation which will demonstrate in the economic field, as well as in other fields, that the United Nations can function effectively, and that there exists a fundamental basis for the long term solution of the many difficult economic problems which are the present heritage of global warfare.

Management's Part in Industrial Relations

One of the highlights of the session was the address given by Mr. J. H. Brace, Vice-President of the Bell Telephone Company. He described the functions which a progressive company must perform in the field of industrial relations, basing his remarks on the organization created by his own company. Good employee relations in industry, the speaker declared, involve three major factors: first, security, second, good wages and working conditions, and third, job satisfaction. Business has progressed a long way from the days when employees were merely persons without identity who perform a chore for so many hours a day. A modern company will aim at providing its employees with inspiration; it will interest them not only in their work but also in the conditions of their industry to get their whole-hearted co-operation.

In the field of wages and working conditions we have today compulsory collective bargaining. This is the direct outcome of the desire

* Report by Managing Director, Maritime Bureau of Industrial Relations.

among the employee group to accomplish through a spokesman what the individual cannot do alone.

In the field of security, the main goal is protection against the contingencies of unemployment, old age and sickness. It is in the realm of health care that the greatest progress has been made since the war years. The Bell Telephone Company has created a system by which its employees are provided with the services of doctors and hospitals. Those who are unable to look after themselves are cared for by nurses. A full-time doctor has been added to the headquarters staff of the Company and every effort is made to add to the existing services.

At the luncheon meeting, Professor L. Richter gave a report on the activities of the Bureau of Industrial Relations, of which he is Director. He dealt especially with the research work undertaken by the Bureau in co-operation with the Institute of Public Affairs at Dalhousie University. A large part of it is at present devoted to the employment situation in the Maritimes where there are some pockets of unemployment. The Bureau is further instituting courses for personnel officers in industry and co-operates closely in that field with the Maritime Personnel Association.

Legislation and Labour Relations

The chief feature of Hon. L. D. Currie's address was his insistence that in labour relations in the past, too much attention had been paid to the ill-considered writing of laws and not enough to the spirit of principles behind the law.

"The spirit of the operative sections of our Trade Union Act is to point the way to voluntary collective bargaining and to impose penalties upon those who by their wrong-doing as citizens and not alone as members of industry, imperil the peace, order and harmony of the common weal. It is of no avail to pass a law providing for voluntary collective bargaining if in the first place the bargaining is not voluntary and if, in the second place, the negotiations are not conducted in a spirit of co-operation and mutual understanding."

The speaker then discussed the main principles underlying the new Nova Scotia Labour Code. He expressed the hope that under his régime industrial harmony would make further progress in the province.

Although his talk was titled "Canada's Program of Social Security", Dr. Davidson, Deputy Minister of Welfare, pointed out that the problem of federalism in Canada meant that Canada has no single "program" approved by the three levels of government, the private welfare organizations, and the people of the

country. Since the Canadian Constitution gives no clear-cut guide as to the allocation of responsibility in that field, achieving social security in this country must be a slow process of working out the most efficient and effective inter-governmental relations possible through study and consultation, Dr. Davidson said.

The Dominion-Provincial difficulty has also meant that although Canada in some fields—notably workmen's compensation, unemployment insurance, and family allowances—had among the best pieces of legislation in the world, in others—such as health insurance, sickness benefits, provision for old age, and survivors' insurance—there is still much to be achieved.

Economic Recovery Program

Speaking on the Significance of Europe for Canada's Future Development, Dr. E. P. Weeks of the Department of Reconstruction and Supply, dealt with the importance of Western Europe and the United Kingdom in world and Canadian trade before the war, current conditions in those areas, and their present role in the pattern of Canadian trade, as the background to the economic recovery program resulting from Secretary Marshall's Harvard address.

He then analysed briefly the report of the European Economic Committee and the assumptions upon which it was based; and emphasized the magnitude of the European recovery problem and the sacrifices which would be required for its realization.

The speaker devoted considerable attention to the relation between the economic recovery program and the recently announced trade agreements, stressing particularly the following points: that the level of trade depends ultimately, even more on the recovery of production in the great trading areas, than on the actual height of tariffs; that the period during which the provisions of the agreements regarding temporary restrictive measures to deal with adverse trade balances will apply, will, in turn, be governed by the extent and speed of assistance to Great Britain and Western Europe from the Western hemisphere; and that the program would be of direct significance to Canada in the form of greater demands for the sinews of recovery—food, timber, and non-ferrous metals—and have indirect effects through the impact of European recovery on other trading areas, like Latin America and the British West Indies—with which Canada also has close trading relations.

Finally, the speaker maintained that only through the rehabilitation of Britain and Western Europe could the multilateral trading system—so profitable to Canada in the past—be revived on a stable basis.

Working Conditions in Iron Foundries in Great Britain

Recommendations of Advisory Committee

MEASURES to improve general working conditions in iron foundries are recommended in the Report of the Joint Advisory Committee which was set up by the Chief Inspector of Factories in Great Britain in August, 1945.

The Committee, consisting of seven representatives of each side of the industry, a technical adviser and four factory inspectors was chiefly concerned with: (a) provision of better amenities and more comfortable and healthy working conditions; (b) improvement of the appearance of iron foundries through greater cleanliness and orderliness and more light and colour; and (c) improvement of the atmospheric conditions by prevention or removal of dust, smoke and fumes. In dealing with various technical points, the Committee was assisted by a six-member Sub-Committee.

The practical difficulties involved in making improvements under existing conditions and the widely different circumstances in foundries with respect to size, methods of production, mechanization, etc., caused the Committee to suggest some flexibility in the nature and application of its recommendations. A section on "New Foundries" indicates points which should receive attention in the design and layout of a new foundry in order to comply with the requirements of the Factories Act and the recommendations in the Report.

A Joint Standing Committee is suggested to keep under review conditions and developments in the industry affecting the health, welfare and safety of the workers and to follow up the work already done.

Under the general headings of "Cleanliness" and "Good Housekeeping", the latter term covering "all means of attaining tidy and orderly conditions and avoiding obstruction and congestion", the Report discusses frequency and methods of cleaning and the importance of system and orderliness in storage and stocking of materials and equipment in areas set apart for the purpose, and of maintaining unobstructed gangways of suitable width. In the Committee's view, "good housekeeping" contributes to safety, improves the appearance of a foundry and has a beneficial effect on morale and production.

As to cleaning, the Committee recommend that all iron foundries should be required to observe the provisions of the Factories Act, 1937, for the washing, painting, white-washing

or colour-washing of walls and tops of rooms every 14 months, and that, until the Act is amended, district factory inspectors should require cleaning to be done in appropriate cases. The Committee consider it highly desirable to use light colours to relieve the drab appearance of a foundry. Rooms in which the cleaning of castings is done should be cleaned every three months. Besides the daily removal of refuse and the weekly cleaning of floors required under the Factories Act, all accessible parts of floors should be cleaned daily. Vacuum cleaning is strongly recommended. Where sweeping is done, the dust should first be damped. Floors should be firm and level and should be made of concrete, brick, wood, steel, tar macadam or other suitable material, unless a sand floor is necessary because of the nature of the work.

As regards temperature, reference is made to the fact that workers in a foundry are quite likely to suffer from cold rather than from an unreasonably high temperature. During cold spells, moulding sand often freezes and becomes unworkable overnight, thus necessitating the use of open fires, a practice of which the Committee disapprove. The Report recommends that in parts of a room where work is going on the temperature should be at least 50° within an hour after starting work, subject to the proviso that, if the outside temperature is less than 30° F., the inside temperature should be at least 20° higher.

With regard to lighting, the Committee point out that the dark nature and lack of contrast of much of the material handled make good lighting a necessity apart from its value as an amenity. It is recommended that the standards of the Factories (Standards of Lighting) Regulations, 1941, should be adopted and additional lighting provided where necessary. Full use should be made of natural lighting. The Report mentions the use of colour to further the effects of good lighting.

Recommendations for washing, bathing and cloakroom accommodation include provision for baths, preferably shower baths, for persons engaged in hot, dirty or arduous jobs (the number of baths to be settled by discussion between management and workers), wash-basins with hot and cold water on the scale of one for 10 persons, a changing room, and lockers or other arrangements for the

accommodation of outdoor clothing. All these should be supervised and kept clean by persons appointed for the purpose. Equipment should be of the best standards.

Other welfare amenities include the provision of canteens in all foundries where workers remain on the premises for meals, and, where there is no canteen, a separate eating-room, with facilities for warming food and boiling water, under the charge of a responsible person.

Since maintaining good atmospheric conditions in iron foundries is a most pressing problem, the Report devotes considerable space to methods of drying and heating ladles, mould drying, the easing of castings, knock-outs, dressing operations and fumes from core bonds, and makes specific recommendations concerning each as to dust and fume removal.

A section is devoted to the fundamental principles to be followed in connection with the design of dust- or fume-extraction equipment. Reference is made to the adoption of mechanical aids and labour-saving devices which the Committee feel are helpful in the problem of dust and fume removal.

The use of ordinary open fires should be avoided wherever possible, it is urged. Where this is impracticable, adequate measures should be taken to prevent fumes from entering the atmosphere of the workroom. A special ladle drying and heating station should be provided in new foundries and wherever practicable in existing ones. Mould and core stoves used for drying purposes should be constructed to prevent fumes from escaping, or mechanical exhaust ventilation or some alternative method should be provided to collect fumes at their source and carry them to the outside air.

It is recommended that special attention be given to good ventilation in the vicinity of all "knock-outs." Water should be used to allay dust and all knock-out and dressing operations should be done in an area where local exhaust ventilation is provided, or, in a well-ventilated, separate space partitioned off. All dressing operations should be done inside buildings with walls on all sides and a weatherproof roof.

Other sections deal with various matters relating to health and noise and to the need of establishing some form of welfare supervision.

Extent of Non-Production Bonuses in the United States 1945-46

NON-PRODUCTION bonuses were paid by two-fifths of the manufacturing and about half of the non-manufacturing establishments surveyed in 1945 and 1946 by the United States Bureau of Labour Statistics, according to an article in the October issue of the *Monthly Labour Review*. Data for plant workers were supplied by nearly 16,000 establishments in manufacturing and over 6,000 in non-manufacturing while for office workers 17,000 firms gave the necessary information.

Christmas bonuses were by far the most common type and were paid in over four-fifths of the manufacturing and non-manufacturing firms paying bonuses. Profit-sharing bonuses ranked second. Attendance bonuses were of some importance in laundries.

For the most part, the payments seem to be intended to boost morale, to improve attendance, to stimulate workers to save power and materials, and to grant workers a share in the profits of the firm. By heightening the interest of workers in their jobs output per worker may be stimulated, but non-production bonuses are not directly related to output. The article states that such bonuses should not be confused with incentive pay, since the bonuses are not sufficiently frequent or regular in amount to

affect hourly rates of pay. Moreover, whether such bonuses will be paid and their extent are generally subject to management's decision alone.

The survey of the Bureau of Labour Statistics showed that plant workers received some form of non-production bonuses in two-fifths of the manufacturing establishments studied. Half of the firms in chemical and metalworking reported such payments while in the textile industry about two-fifths of the plants reported such bonuses. Office workers in manufacturing appeared to receive bonuses more frequently than plant workers.

About half of the non-manufacturing establishments reported the payment of non-production bonuses. More than two-thirds of the retail-trade establishments reported this practice. Relatively fewer establishments in other industries, such as public utilities and selected service industries, granted non-production bonuses.

Non-production bonuses are important to the workers who receive them mainly where they are paid in lump sums at Christmas. In regard to average hourly earnings, the article states that there were few instances in which such bonuses increased hourly pay by as much as 1 cent for plant workers and 2 cents for office workers.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles concerning proceedings under the *Wartime Labour Relations Regulations, P.C. 1003*, and under the *Conciliation and Labour Act*.

During the war and its aftermath the Dominion Wartime Labour Relations Regulations (P.C. 1003) of February 13, 1944 (which suspended the Industrial Disputes Investigation Act, enacted first in 1907), have required employers to negotiate with the representatives of their employees and provided machinery for the settlement of disputes.

At the present time the Regulations apply only to industries within the legislative authority of Parliament, including navigation and shipping, lines of steam or other ships, railways, airlines, canals, telegraph, telephone and radio communications, ferries, and works situated in a province but which have been or may be declared by Parliament to be for the general advantage of Canada or two or more provinces.

The Regulations, which were issued under the authority of the War Measures Act, are continued in effect under the continuation of the Transitional Measures Act, 1947. A bill incorporating many of the features of the Regulations, with modifications and additions, was introduced in the House of Commons on June 17, 1947, but was allowed to stand over until the next session of Parliament (L.G., July, 1947, p. 923, Aug., p. 1102).

The Regulations are administered by the *Wartime Labour Relations Board (National)* in respect of those provisions relating to: The certification of bargaining representatives, the intervention of the Board for the purpose of obtaining conciliation services from the Minister of Labour, the establishment of

procedures for the final settlement of disputes concerning the interpretation or violation of collective agreements, and the institution of prosecution proceedings.

The provisions of the Regulations relating to conciliation services are under the administration of the Minister of Labour and are provided to parties desiring to negotiate agreements through the formal intervention of the Board.

The Board with the approval of the Minister of Labour, has adopted rules or regulations which govern procedure in making the various types of applications invoking the provisions of the Regulations and the services of the Board. Copies of these procedural regulations and of the Wartime Labour Relations Regulations, P.C. 1003, may be obtained from the Department of Labour, Ottawa.

Proceedings under the Regulations are here described in two separate articles. The first deals with applications made to the Board for the certification of bargaining representatives and other services, and records the decisions reached in such matters; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also provided through the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act. This Act empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together and to appoint a conciliator or arbitrator when requested by the parties concerned.

Application for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of November. During the month the Board received five applications, held 7 hearings, issued 4 certificates designating bargaining representatives, rejected one application,

ordered two representation votes, allowed the withdrawal of three applications and issued Reasons for Judgment on three decisions rendered by the Board on five applications for certification of bargaining representatives.

Certificates Issued

Four applications for certification of bargaining representatives were approved by the Board and certificates issued as below:—

1. *Canadian Brotherhood of Railway Employees and Other Transport Workers* and certain of its officers for the employees employed by the *Canadian National Railways* in the restaurant of the *Central Station, Montreal, P.Q.* The manager, head chef, hostess, assistant manager and dietitian, time clerk and storekeeper were excluded from the bargaining unit.*

2. *Canadian Seamen's Union* and certain of its officers for the unlicensed employees employed by *Branch Lines Limited, Sorel, P.Q.*, on the vessels ss. *Elmbranch*, ss. *Oakbranch*, ss. *Firbranch*, ss. *Pinebranch* and ss. *Sprucebranch*.**

3. *Canadian Seamen's Union* and certain of its officers for the unlicensed employees employed by the *Anticosti Shipping Company, Montreal, P.Q.*, aboard the ss. *Fleurus*.**

4. *Canadian Seamen's Union* and certain of its officers for the unlicensed employees employed by *Northumberland Ferries Limited, Charlottetown, P.E.I.*, on the ferries *Charles A. Dunning* and *Prince Nova* and classified as deck hands, oilers, firemen, assistant engineer, chief cook, assistant cook, bosuns and clean-up women. The canteen supervisors and assistants, pursers, assistant pursers and the supervisor of women employees were excluded from the bargaining unit.**

Application for Certification Rejected

Air Engineers Society of Canada and Trans-Canada Air Lines, Winnipeg, Man. (L.G., October, 1947, p. 1450).

Following an investigation of the application and a public hearing, the Board decided to reject the application. Reasons for Judgment will be issued at a later date.

Representation Votes Ordered

1. *National Association of Marine Engineers of Canada, Inc.*, and *Canadian Dredge and Dock Company Limited, Toronto, Ontario* (L.G., November, 1947, p. 1608). Following an investigation of the application and a public hearing, the Board ordered a representation vote among the second engineers employed by the *Canadian Dredge and Dock Company, Limited, Toronto, Ontario*. Mr. F. J. Ainsborough, Industrial Relations Officer,

Toronto, Ontario, was appointed by the Board to supervise the vote.

2. *Canadian Association of Maritime Transport Workers, Local No. 8*, and *Terra Nova Steamship Company, Limited, Montreal, P.Q.* (L.G., November, 1947, p. 1608). Following an investigation of the application, the Board ordered a representation vote among the unlicensed personnel, excluding the steward, employed by *Terra Nova Steamship Company, Limited, Montreal, P.Q.* Mr. L. Pepin, Industrial Relations Officer, Montreal, P.Q., was appointed by the Board to conduct the vote.

Applications for Certification Withdrawn

1. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company, Moose Jaw, Sask.* (L.G., October, 1947, p. 1450). On the request of the General Chairman, System Board of Adjustment, Western Lines, Canadian Pacific Railway Company, the application was withdrawn.

2. *Canadian Seamen's Union and Maritime Towing and Salvage Limited, Halifax, N.S.* (L.G., August, 1947, p. 1133). On the request of the National Director of Organization of the Canadian Seamen's Union, the application was withdrawn.

3. *Canadian Seamen's Union and Foundation Maritime Limited, Halifax, N.S.* (L.G., August, 1947, p. 1133). On the request of the National Director of Organization of the Canadian Seamen's Union, the application was withdrawn.

Applications for Certification Received During the Month of November, 1947

1. *Canadian Navigators Federation* on behalf of the licensed personnel and/or non-licensed personnel holding an officer's position aboard the ss. *Empire Gangway* of the *Terra Nova Steamship Company Limited, Montreal, P.Q.*

2. *Canadian Air Line Pursers-Stewards Association* on behalf of pursers-stewards employed by *Trans-Canada Air Lines, Winnipeg, Man.*

3. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of express messengers and helpers employed by the *Northern Alberta Railway, Edmonton, Alta.*

4. *Canadian Air Line Stewardess Association* on behalf of stewardesses employed by *Trans-Canada Air Lines, Winnipeg, Man.*

* Following an investigation of the application.

** Following an investigation of the application, a public hearing and a representation vote.

5. *Canadian Merchant Service Guild, Inc.*, on behalf of licensed deck officers aboard the ss. *Transbay*, ss. *Transtream*, ss. *Transriver* and ss. *Translake of Transit Tankers and Terminals Limited, Montreal, P.Q.*

Reasons for Judgment on Decisions of Board

Reasons for Judgment on three decisions of the Board on five applications for certification of bargaining representatives, are given below:—

Between: Canadian Seamen's Union, Applicant, and Sincennes-McNaughton Line Limited, Montreal, Respondent, and National Seamen's Association of Canada, Intervener, and Canadian Lake Seamen's Union, Intervener.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Hills, Mosher and Taylor.

Reasons for Judgment

This is an application for certification of bargaining representatives selected by the applicant union to represent a bargaining unit consisting of unlicensed personnel employed upon the ships of the respondent Company.

The Respondent and the National Seamen's Association oppose the application on the grounds

- (1) that a collective agreement is in effect between the Company and the Association representing unlicensed personnel employed on the ships of the Company, entered into under date of June 27, 1947, and to have effect from June 1, 1947 to May 31, 1948, and that such agreement constitutes a bar to the present application for certification in view of the provisions of section 9 of the Regulations;
- (2) that the applicant does not represent the majority of employees in the bargaining unit.

The Canadian Lake Seamen's Union opposes the application on the ground that the applicant does not represent the majority of the employees in the bargaining unit.

The evidence submitted to the Board on behalf of the Company and the National Seamen's Association is to the effect that a collective agreement was entered into between the Company and the Association representing the employees in the proposed bargaining unit under date of May 9, 1939; that this agreement was amended in February, 1943, and again on October 4, 1944. This agreement which was produced to the Board and, as amended in 1944, provides that "this agreement shall remain in force as from the signing thereof and remain in full force and effect continuously for one year or until renewal date hereafter defined, and shall be considered as renewed from year to year thereafter as from a fixed renewal date of March 15th between the parties hereto unless

any party to the agreement shall give written notice to the other of its desire or intentions to revise, modify, change, amend or cancel such agreement. Any such notice shall be given at least sixty days prior to the expiration or renewal date of the agreement; and if such notice is not given, the agreement shall be deemed to be renewed for the successive year."

This agreement between the Company and the Association was replaced on June 27, 1947, by a new agreement entered into between the same parties and applicable to the same unit of employees. The new agreement reads that: "this agreement shall remain in force for a period of one year as from June 1, 1947, and remain in full force and effect until May 31, 1948, and may be renewed, altered, revised or amended thereafter between the parties hereto upon mutual consent or agreement for extended periods."

The present application for certification was not filed with the Board until July 22, 1947. Moreover, while the applicant claimed to have at the time of making application a majority of employees in the bargaining unit as members of the union the Investigating Officer's report, made after a check of the Canadian Seamen's Union records, shows that these employees' applications for membership in the union were dated as at dates at least three weeks subsequent to June 27, 1947.

Therefore, at the time the agreement between the Company and the National Seamen's Association was entered into on June 27, 1947, the applicant union did not represent a majority of employees in the bargaining unit nor had it on or prior to that date filed its application for certification with this Board.

The application was consequently made too late in point of time and is rejected in view of the effect of section 9 of the Regulations which does not permit an application for certification to be made until after the expiry of ten months of the term of a collective agreement covering the employees in the bargaining unit.

Some question was raised as to whether the agreement entered into between the

Company and the National Seamen's Association under date of June 27, 1947, is merely an extension of the former agreement or constitutes a new agreement.

In view of the evidence given and from a perusal of the agreement itself, the Board is of opinion that the agreement of June 27, 1947, was a new agreement and not merely an extension of the term of the earlier agreement.

The 1939 agreement is interpreted by the Board for the purposes of section 15 of the Regulations as an agreement for a term of at least one year and for a term of indefinite duration thereafter subject to cancellation or revision upon sixty days' notice prior to March 15th in any year. Therefore the parties to the 1939 agreement were not precluded by section 15 from negotiating the new agreement at the date this was entered into in June, 1947.

Between: Canadian Lake Seamen's Union, Applicant, and Sincennes-McNaughton Line Limited, Montreal, Respondent, and National Seamen's Association of Canada, Intervener, and Canadian Seamen's Union, Intervener.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Hills, Mosher and Taylor.

Reasons for Judgment

This is an application for certification of bargaining representatives for a bargaining unit consisting of unlicensed personnel employed on the vessels of the respondent Company.

The respondent and the National Seamen's Association (intervener) oppose the application on the grounds that (1) there is a collective agreement entered into on June 27, 1947, in effect between the Company and the Association representing the employees in the proposed bargaining unit and binding upon such employees, which, under the provisions of section 9 of the Wartime Labour Relations Regulations, constitutes a bar to a further application for certification of bargaining representatives until ten months of the term of the said agreement have expired; (2) the applicant does not represent the majority of employees in the bargaining unit.

The intervener, the Canadian Seamen's Union, opposes the application on the grounds that the applicant is not a bona fide trade union within the meaning of the Regulations and does not, in any event, represent the majority of employees in the bargaining unit.

For the reasons given above, the application for certification is rejected.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the Board.

A. MARCUS, Esq.

C. E. LENTON, Esq.

for the Applicant.

T. R. KER, Esq., K.C.

J. R. H. ROBERTSON, Esq.

for the Respondent.

H. M. McMASTER, Esq.

H. G. KELLAND, Esq.

for the Intervener,

National Seamen's Association of
Canada.

J. HARDING, Esq.

J. GIBSON, Esq.

F. MINNIE, Esq.

for the Intervener,

Canadian Lake Seamen's Union.

Dated at Ottawa, November 19, 1947.

The Board finds that the persons for whom certification is desired were selected by the applicant organization and were not elected by the majority of employees in the bargaining unit pursuant to section 5 (1) of the Regulations.

The applicant relies upon the provisions of section 5 (2) of the Regulations which provides that where the majority of employees in a bargaining unit are members of a trade union, the trade union may elect or appoint bargaining representatives for the employees in the unit. The Regulations define a trade union as "a provincial, national or international employees' organization, or a local branch chartered by, and in good standing with, such an organization."

The evidence produced by the applicant relating to its organization does not satisfy the Board that the organization was either a provincial, national, or international employees' organization, or a local branch chartered by, or in good standing with, such an organization at the time it purported to select the persons for whom certification is desired.

Consequently, the Board finds that the persons for whom certification as bargaining representatives is desired have not been properly selected in compliance with the

Regulations. The application is therefore rejected.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the Board.

J. HARDING, Esq.

J. GIBSON, Esq.

F. MINNIE, Esq.

for the Applicant.

T. R. KER, Esq., K.C.

J. R. H. ROBERTSON, Esq.

for the Respondent.

H. M. McMASTER, Esq.

H. G. KELLAND, Esq.

for the Intervener,

National Seamen's Association of
Canada.

A. MARCUS, Esq.

C. E. LENTON, Esq.

for the Intervener,

the Canadian Seamen's Union.

Dated at Ottawa, November 19, 1947.

Between: National Association of Marine Engineers of Canada, Inc., Applicant, and S/S Texaco Brave Limited, Toronto, Respondent; and S/S Texaco Chief Limited, Toronto, Respondent; and S/S Texaco Warrior Limited, Toronto, Respondent.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Hills, Mosher and Taylor.

The Judgment of the Board was delivered by the Vice-Chairman.

Reasons for Judgment

These are three separate applications for certification of bargaining representatives appointed by the applicant union for a bargaining unit consisting of engineer officers of the company employed on board the company vessels, excluding chief engineers. The facts in all three cases are similar. In each case the Board's investigating officer has reported that a substantial majority of the employees in the proposed bargaining unit are paid-up members of the applicant union. The respondent company in each case intervened and requested that the Board order a vote of the employees in the bargaining unit. In support of the request for a vote the respondent company has submitted individual written statements signed by a number of employees in the bargaining unit which, in each instance, is to the effect that although a member of the union, the employee does not desire the union to represent him for the purpose of collective bargaining. In no instance does the employee, who allegedly signed the statement, express therein any desire to sever his connection with the union. The representative of the union appearing at the hearing advised the Board that the union had not received any advice from any of these employees.

These statements were obtained by a personal canvass of employees made by one of the officers of the company. This officer, who gave evidence at the hearing, stated that no pressure of any kind was exerted on the employees in the course of his canvass and

that the canvass was undertaken by the Company without motive other than to be satisfied that the majority of employees desired the applicant to represent them in collective bargaining with the company. This evidence was not contradicted.

Where a canvass of employees is carried out in the manner described and while an application for certification is pending as in the present case, employees may be reluctant to make known to the company their true wishes as to collective bargaining but may, nevertheless, consider that a refusal to make a statement to the company on this point would prejudice the employee in his service with the company. Consequently, however well-intentioned the company may be in carrying out such a canvass, the procedure is inadvisable.

For this reason, the Board is not prepared to lend any encouragement to the procedure followed in this instance, nor to give weight to the results of the same as evidence of the wishes of employees.

The Regulations authorize the appointment of bargaining representatives for a unit of employees by a trade union of which the majority of employees in the bargaining unit are members. It is within the discretion of the Board either to accept the evidence of membership in the union submitted in this instance by the applicant and verified by the Board's investigating officer as evidence of the wishes of the employees in the bargaining unit, or, in the alternative, to order a vote. There was no suggestion of pressure having been exerted on the employees to have them become members of the union or to deny them the right of withdrawal from the union.

In each of these applications, the Board having regard to all the circumstances and being satisfied that a great majority of employees in the proposed bargaining unit

are members of the union, is prepared to certify without ordering a vote. This is in accordance with the procedure approved by the Board in Wright-Hargreaves Case, D.L.S. 7-542.

On all three applications, certification is granted of bargaining representatives selected by the applicant union for a bargaining unit consisting of the engineer officers of the company employed on its vessels, excluding the chief engineer.

(Sgd.) A. H. BROWN,
Vice-Chairman
for the majority of
the Board.

Messrs. Complin and Taylor dissented from the decision on the ground that a vote should be ordered.

W. F. GRANT, Esq.
for the Applicant.

D. F. BENTLEY, Esq.

F. W. COWIE, Esq.
for the Respondents.

Dated at Ottawa, November 19, 1947.

Between: National Association of Marine Engineers of Canada, Inc., Applicant, and S/S Texaco Brave Limited, Toronto, Respondent; and S/S Texaco Chief Limited, Toronto, Respondent; and S/S Texaco Warrior Limited, Toronto, Respondent; and Shell Canadian Tankers Limited, Toronto, Respondent.

Dissenting Opinion

This is a dissenting opinion expressed on behalf of the minority of the Board consisting of E. R. Complin and H. Taylor. The majority included Messrs. Mosher, D'Aoust, Best and Hills.

It is convenient to deal with these cases in one opinion, since the circumstances of each are to a large extent similar.

The Regulations are quite clear that a trade union may act with authority of the majority of the employees affected in the matter of electing or appointing bargaining representatives and that having done so in fact, it is then entitled to apply for certification of such bargaining representatives. It is equally clear that before certifying bargaining representatives the Board must satisfy itself that the action of the trade union in this respect is within the Regulations. For this purpose, the Board has a wide discretion since it may examine and accept or reject the union's record of membership, order a vote or use other means.

In the Texaco cases, an examination of the union's records indicated a majority were members of the Association. However, in the

course of the hearing, the representatives of the Company presented signed statements of a majority of the employees affected which in substance stated that they as employees did not desire to have the union represent them for purposes of collective bargaining, although such statements did not deny membership in the Association. This evidence was offered as voluntary statements of the employees obtained on solicitation by a representative of the Company but with the unchallenged statement that they were obtained without duress, intimidation or threat of any kind. The majority of the Board declined to attach any weight to this evidence and proceeded to certify the union on the basis of the membership record.

The circumstances in the Shell Canadian Tankers case vary only in that no letters or signed statements were obtained from the employees nor were any requested. The claim, however, was made by the company's representatives that in verbal statements the majority of the employees involved stated they did not desire the Association to bargain on their behalf.

The National Association of Marine Engineers of Canada, Inc., apparently was not originally conceived as a trade union. It included among its several purposes the general improvement of working conditions for its members and many facilities usually identified with a fraternal organization. Subsequently, the Association undertook collective bargaining on behalf of some of its members and has been recognized in other cases as qualifying as a trade union. Some engineers appear to have held membership in the Association for nearly thirty years which appears to ante-date its trade union status.

It is customary in joining this Association, as is the case with many other associations, to pay dues in advance for a full year or a full season.

As a minority, we are not challenging the status of the Association as a trade union but we cannot overlook the history of the Association. We recognize that certain persons may have desired to become members of this Association largely because of its known trade union activities; but we also recognize that certain persons in the past may have become members of this Association because of its other benefits without necessarily authorizing the Association to bargain on their behalf.

The constitutions of most trade unions do not permit their members to resign but provide only for the expelling of members for cause. This constitutes a form of voluntary irrevocable union membership as far as the employee himself is concerned.

Membership in the National Association of Marine Engineers of Canada, Inc., apparently differs from most trade unions in that it is possible for a person to resign. However, since dues for a full year or a full season have been paid in advance it is reasonable to assume that the name of such a person would remain on the records as a member for the balance of such period.

It is our view that an important principle is involved, namely, whether the presence of a person's name on the membership records of the trade union should automatically carry with it the right of the trade union to elect or appoint bargaining representatives to bargain on behalf of the member, even though such member cannot voluntarily resign. The principle involved is little changed in the present case in spite of the fact that a member can resign because having paid a full year's or full season's dues he is considered a member for the full period. Under the circumstances, a resignation is in effect postdated.

However much may be said about the voluntary irrevocable union membership brought about by the absence of resignation provisions in most union constitutions, the fact remains the Board is charged with the duty of making sure that the majority of the employees affected desire the union to bargain on their behalf. This is very important because the Regulations do not permit the Board to revoke a certification. In effect this means that once a majority have become members of a trade union and bargaining representatives are certified, the employees are compelled from that point on to have a union whether trade or independent. There does not appear to be any way under the Regulations where the employees can return to a status of no union however much they desire such a change. They may change

bargaining representatives or unions within prescribed time limits but they can only substitute one union for another. They must have a union or employees' organization. Under these circumstances, it is the responsibility of the Board to make certain at the very start by removing any doubt that a majority of the employees affected do want to bargain collectively and have authorized a particular group of bargaining representatives to undertake this on their behalf.

In the opinion of the minority, a vote should have been ordered in all of these cases to remove any doubt which clearly existed as to where the employees stand in the matter of collective bargaining and with particular reference to the Association involved. If the evidence submitted by the employers in these cases is to be disregarded, there appears to be no practical course open to employees who become members of a union during an intensive organizing campaign and who change their minds before certification proceedings are concluded. If an employee cannot resign from a trade union and he does not desire an alternate union or employees' organization, one may well ask to whom should he go to have his views presented to a Board.

Statements have in other cases been presented to the Board by one trade union purporting to represent a revocation of authorization or membership in another trade union. Similar statements should be admissible, if presented by an employer, provided always they are obtained without breach of the Regulations. If it is alleged such statements were obtained in contravention of the Regulations, redress is undoubtedly provided under the Regulations themselves.

(Sgd.) H. TAYLOR.

(Sgd.) E. R. COMPLIN.

Dated at Ottawa, November 19, 1947.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlement of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National), and, until May 15, 1947, such

disputes in certain provinces were also referred to the Minister by the Provincial Boards in their respective jurisdictions. The Minister then appoints a Conciliation Officer to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Conciliation Board, a Board is then established by the Minister.

The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

I. Assignment of Conciliation Officers

During November, 1947, a Conciliation Officer was assigned to confer with the parties in an attempt to effect an agreement in the following case:

Trans-Canada Air Lines and Canadian Air Pilots' Association. H. S. Johnstone, Conciliation Officer.

II. Agreement Facilitated by Conciliation Officers

In the following case a report was received during November, 1947, from the Conciliation Officer indicating the successful completion of negotiations with the signing of an agreement:

Newfoundland Railway (clerical staff, North Sydney, N.S.) and Canadian Brotherhood of Railway Employees & Other Transport Workers (CCL). H. R. Pettigrove, Conciliation Officer (L.G., November, 1947, p. 1609).

III. Board Established

During the month a Conciliation Board was established to deal with a dispute between the following parties:

Canadian Air Express Ltd. (ground crew personnel at Dorval, P.Q., and Ottawa, Ont.) and International Association of Machinists (TLC). L. Pepin, Conciliation Officer. (L.G., November, 1947, pp. 1608-9).

IV. Settlements Following Board Procedure

During the month advice was received that matters in dispute between the following parties have been settled as a result of further negotiations following the receipt by the parties of the Conciliation Board report:

Canadian Vickers Ltd., Montreal, P.Q., and Local 271, International Brotherhood of Boilermakers, Iron Shipbuilders, Welders & Helpers of America (AFL-TLC); Local 144, United Association of Journeymen, Plumbers & Steamfitters of United States & Canada (AFL-TLC); Local 568, International Brotherhood of Electrical Workers (AFL-TLC); and Local 116, Sheet Metal Workers' International Association (AFL-TLC). (L.G., May, 1947, p. 669.)

No reports of Conciliation Boards were received during the month.

Appointment of Industrial Disputes Inquiry Commission Under Wartime Labour Relations Regulations, P.C. 1003

The Shipping Federation of Canada and the Shipowners' Association (Deepsea) of British Columbia

The November issue of the *LABOUR GAZETTE* contained a report of conciliation in connection with disputes between the Shipping Federation of Canada, Montreal, P.Q., and the Shipowners' Association (Deepsea) of British Columbia, Vancouver, B.C., and four maritime unions representing the deck officers, engineer officers, radio officers and unlicensed seamen employed by the shipping companies belonging to the two Federations.

After negotiations between the parties at Vancouver had become deadlocked, the Minister of Labour on November 13 issued Industrial Disputes Inquiry Commissions naming the Hon. Mr. Justice D. A. McNiven, of Regina, Sask., to deal with the disputes. Conferences between the parties were held at Montreal, P.Q., under the guidance of the Commissioner. On November 28, the Minister of Labour announced that negotiations between the employer Federations and the Canadian Seamen's Union for the renewal of

a collective agreement for the 1948 season had been satisfactorily concluded by the Commissioner. It was reported that the new agreement involved a wage increase of \$20 per month for all unlicensed seamen retroactive to October 15, 1947; an increase of 10 cents per hour in overtime rates of pay; two weeks' holidays with pay after one year's service; a 40-hour week while in port; sick pay in foreign ports at the rate of two-thirds of regular wages for a period not exceeding 12 weeks; payment for the loss of personal effects in the event of a marine disaster; continuity of employment; maintenance of membership and other minor concessions.

Negotiations between the shipping operators and the three unions representing licensed personnel, namely the Canadian Merchant Service Guild, the National Association of Marine Engineers of Canada, Inc., and the Canadian Communications Association (Marine Department) were begun on December 2, with the Commissioner presiding. The outcome of these conferences had not been announced at the time the *LABOUR GAZETTE* went to press.

Conciliation Work of the Industrial Relations Branch During November, 1947, Under the Conciliation and Labour Act

OFFICERS of the Industrial Relations Branch dealt with 6 industrial disputes during the month of November, involving 6,173 workpeople employed in 33 separate establishments. Of these, three were new disputes which originated during the month and three were situations which had been untermiated as of October 31, and received further attention in November. These disputes were dealt with under the provisions of the Conciliation and Labour Act. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton, N.B. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and the officer resident in Fredericton, N.B., represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

Mining and Smelting, etc.
Coal Mining 2

Transportation and Public Utilities
Water 2

Service
Public Administration 2

Nature of Dispute or Situation

Strike or Lockout..... 1
Threatened strike 1
Controversy 2
Arbitration 2

Predominant Cause or Object

Increase in wages..... 1
Increase in wages and other changes.. 1
Other causes affecting wages and working conditions 1

Discharge of workers for union membership or activity..... 1
Other union questions..... 1
Unclassified 1

Disposition

Strike terminated by mediation..... 1
Controversy terminated by mediation. 1
Decision rendered in arbitration..... 1
Referred to IDI Commissioner under P.C. 1003 1
Disposition pending 2

Method of Settlement

Conciliation or mediation..... 1
Direct negotiations 1
Arbitration 1
Settlement pending 3

A brief summary of the case of chief interest is given below:—

Unlicensed Seamen, Great Lakes and St. Lawrence Waterways.—During November officers of the Department of Labour supervised a representation vote among the unlicensed seamen employed by the Colonial Steamship Co., Ltd., and Sarnia Steamship Co., Ltd., Port Colborne, Ontario, to determine if the employees desired the Canadian Seamen's Union to act as their bargaining representative for the purpose of negotiating a collective agreement with the two companies for the 1948 navigation season. The vote had been agreed upon in August as part of the settlement arranged by Mr. L. W. Brockington, K.C., C.M.G., of Ottawa, acting as an Industrial Disputes Inquiry Commissioner in connection with a dispute which threatened to result in a strike at that time.

Mr. F. J. Ainsborough, Industrial Relations Officer, Toronto, acted as Chief Returning Officer, and Deputy Returning Officers were stationed at various points on the Great Lakes and St. Lawrence River. The ballots were counted in the presence of scrutineers representing the parties, under the supervision of Mr. J. H. Stitt, Barrister, of Ottawa, who was appointed as Commissioner for that purpose. There were 348 eligible voters employed by the two companies, of whom 297 voted in favour of the Canadian Seamen's Union. A total of 22 employees voted against the union and there were 9 spoiled ballots among the 328 votes cast.

Settlement in Meat Packing Dispute

Arbitration Award of Hon. Mr. Justice C. P. McTague in Dispute Between Canada Packers, Limited, and Burns and Company, Limited, and the United Packinghouse Workers of America (CIO-CCL)

DURING November the arbitration award of Mr. C. P. McTague in the matter of a dispute between Canada Packers, Limited, and Burns and Company, Limited, and the United Packinghouse Workers of America was announced. The arbitration had been agreed upon as part of the terms of settlement of the 'nation-wide' strike of meat packing plant workers which commenced in August and ended mid-October.

The strike by members of the United Packinghouse Workers of America began in six plants of the Swift Canadian Co., Ltd., on August 27 and a seventh plant of the same company on September 9. On and after September 10, it spread to eleven plants of Canada Packers, Ltd., six plants of Burns and Co., Ltd., and numerous plants of smaller "independent" companies. At its height it involved some 14,150 workers employed in 47 establishments. The strike resulted from a breakdown in negotiations between the union and the "big three" meat packing companies in which the union representatives had made demands for master agreements providing for wage increases of 17 cents per hour and numerous other changes in working conditions.

The plants affected by the strike were located in all nine provinces and controversy arose over the form which outside mediation, if any, should take. Although the meat packing industry had not been brought under the Wartime Labour Relations Regulations, P.C. 1003, the Minister of Labour for Canada had used the emergency powers of the federal Government in 1944, 1945 and 1946, after securing the approval of the provincial authorities, to appoint Industrial Disputes Inquiry Commissioners in order to forestall work stoppages in the industry. In 1945 the federal Government had also appointed a Controller and seven Deputy Controllers to take charge of the operations of 18 plants of the "big three" meat packing companies in order to prevent a strike while the Industrial Disputes Inquiry Commissioner was securing a settlement of the dispute. However, the power of the federal Department of Labour to intervene had lapsed on May 15, 1947, when normal jurisdiction over labour relations was restored to the provinces.

On September 26 representatives of the Departments of Labour of eight provinces met in Toronto to consider ways and means

of settling the dispute. The Premier of British Columbia expressed sympathy with the objects of the meeting but announced that it was not possible to send a representative. Prince Edward Island sent an observer and the other provinces were represented by six Ministers of Labour, one Deputy Minister of Labour and other officials. The gathering was unable to agree upon a common plan for dealing with the situation, although the representatives of several provinces suggested a person as a common conciliator.

Eventually direct negotiations between representatives of the Swift Canadian Co., Ltd., and the union resulted in a mutually satisfactory agreement on October 18. It was reported that the settlement provided for a general wage increase of 10 cents per hour effective as of August 1, 1947; an additional increase of 2.27 per cent in the former wage rates of employees at plants in St. Boniface and Edmonton; an additional increase of 3 cents per hour for employees at Moncton, N.B.; a clause permitting the reopening of negotiations on wage rates upon 15 days' notice; a standard work week of 44 hours instead of 45 hours; incorporation in the collective agreement of the company's sickness and accident plan; and no change in union security provisions.

Work was resumed at the plants of the Swift Canadian Company by October 21.

Negotiations continued between the union and Canada Packers, Ltd., and Burns and Co., Ltd., assisted by the Minister of Labour for Ontario and his Chief Conciliation Officer. A settlement was reached on October 21 under which a general wage increase of 7 cents per hour would be put into effect and the parties would agree to final and binding arbitration in regard to any additional wage increases and other matters in dispute. Mr. C. P. McTague of Toronto, a former Justice of the Supreme Court of Ontario, and for a period during the last war, chairman of the National War Labour Board, was chosen as arbitrator and the text of his decision is reproduced below.

The employees of Canada Packers, Ltd., and Burns and Co., Ltd., began to resume work on October 23 and production was restored in all plants by October 27.

Between October 20 and 23, work was resumed in the plants of the smaller companies. It was reported that generally the

settlements in these plants involved wage increases of from 7 to 10 cents per hour, with the remainder of the union's demands to be arbitrated.

An interesting feature of the strike was that the Government of Prince Edward Island put a Controller in charge of the operations of the plant of Canada Packers, Ltd., at Charlottetown on September 30. It was reported that most of the striking employees refused to return to work without a wage increase and it was necessary to recruit some 39 new employees in order to operate the plant. Before returning control of the plant to the company, the provincial authorities announced that arrangements would be made with the company for the permanent employment of Government-hired workers whose work proved satisfactory to the superintendent of the plant. No report has been received upon the results of the arrangement.

Text of Award

Under date of the 11th day of October, 1947, the parties entered into Agreements that the Companies would grant a general increase of .7 cents per hour on prevailing wage rates on condition that the employees of the Companies then on strike would return to work and that all matters remaining in issue between the Companies and the Union would be submitted for arbitration to the undersigned.

One wishes that the parties to the Agreement had been more specific as to just what issues were to be arbitrated because it did develop that certain matters said to be in issue by the Companies were considered to have been settled by the Union. Certain matters considered by the Union to be in issue were regarded as settled prior to the arbitration by the Companies or either of them. However, at the Arbitration Hearing the parties proved to be agreeable and so all matters considered to be in issue by any of the parties were placed in issue and became matters for determination. I shall deal with them in the order of presentation.

1. Wages—General Increase

The first and most important point for determination is the matter of general wage increase. The Union has demanded an increase of .17 cents hourly. The Companies have already granted an increase of .7 cents an hour, so what remains to be decided is what should be the amount of any additional increase if any. In any matter of general wage increase a heavy burden is placed upon the Arbitrator. The factors involved are always very contradictory and complicated and the evidence makes it most difficult to

come to any very clear cut decision in one's mind. There are involved the question of increased cost of living, the ability of the Companies to pay, comparisons with wages paid in other industry and the consequences which may follow such as increased prices to the general consumer, including the wage earner himself, and lower prices to the primary producer. In the present conditions of the National economy where higher wages, greater profits and increased prices tend to keep mounting into an ever developing vicious spiral one naturally looks to what is human justice and also gives consideration to what impact one's decision may have in giving additional impetus to an already very unhealthy economic situation. If I did not have before me very much in evidence the settlement between the Union and Swift Canadian Co. Limited, I might have reached a different conclusion from the one I have reached. The Swift Company has granted a general increase of .10 cents per hour and as a result its workers returned to work. I think it must be concluded on balance that the Union and the Swift Company in that settlement arrived at a figure generally considered just to the worker and within the ability of the Swift Company to pay and carry on competitively with Canada Packers and Burns & Company. While the Union contends that the resulting contract may be opened in regard to wages if my award exceeds the .10 cents an hour figure, any substantial increase above or any substantial decrease below that figure would almost inevitably result in further strife and trouble in the industry. Therefore I feel obligated, much as I dislike doing so, to adopt the figure which to me represents an appraisal in the collective bargaining process by two most interested parties as to what is the proper result regarding wage increase. Accordingly, in addition to the .7 cents increase already given by the two Companies involved in the arbitration, there should be a further increase of .3 cents per hour, making the total increase .10 cents per hour as agreed to by the Swift Company.

2. Wage Differentials

These two Companies as well as Swift Canadian Co. Limited operate in a sense on a National basis. I do not mean that the operation is definitely comparable to that of a railway company or other communications system, because it is not. On balance one must come to a conclusion as to whether it is proper to regard each plant as if it were a purely local operation or whether to regard each plant as a component part of an integrated whole. The point of view makes some

difference in respect to wages. I do not believe either that wages should necessarily be made uniform throughout because there are different factors relating to wages in different districts. Neither on the other hand do I believe that certain districts should remain chronic low wage areas because of factors that are not fundamentally related to wages at all. Accordingly I think that upward adjustments should be made generally in the following plants of Canada Packers Limited:—

	Cents per hour
Charlottetown, P.E.I. ....	.5
Montreal, Quebec ....	.3
Hull, Quebec ....	.3
Peterborough, Ontario ....	.4
St. Boniface, Manitoba.....	.1½
Edmonton, Alberta ....	.1½

In the plants of Burns and Co. Ltd., I think upward adjustments should be made in the following plants:—

	Cents per hour
Winnipeg, Manitoba ....	.1½
Calgary, Alberta ....	.1½
Edmonton, Alberta ....	.1½

3. Length of Work Week and Guarantee

In an industry as National in scope as this one, a wary arbitrator must keep an eye on provincial legislation. Having this in mind, particularly British Columbia and Saskatchewan, I think the work week in Canada Packers should be 44 hours per week except in the Montreal and Hull plants where it should be 46 hours weekly. The guaranteed 37½ hours in effect under the last contract should be reduced to 36½ hours and the guaranteed 40 hours in Montreal and Hull should be reduced to 38 hours. In the case of Burns and Co. Limited the work week should be reduced to 44 hours and the guaranteed 37½ hours reduced to 36½ hours. In view of the other benefits given in the award, I do not make any compensating wage adjustment as a result of the reduced hours of work.

4. Union Membership and Check-Off

This problem has given me a great deal of trouble. Neither Company objects to the principle of voluntary check-off. Both appear to be prepared to co-operate to facilitate the collection of Union dues in accordance with the wishes of the Union and its individual members. While the Companies are agreeable to co-operate for the financial welfare of the Union, both take strenuous exception to being put in the position of having to

supplement expulsions or resignations from the Union by dismissals from employment or even having to entertain applications by the Union for such dismissals. For a time I thought the solution for the difficulty lay in the Rand Formula. However, the Rand Formula involves compulsory check-off on all employees in the bargaining unit, a principle which does not appear to have received recognition in any provincial legislation, except under certain conditions in the Province of Nova Scotia where neither of the Companies concerned has a plant. The Rand Formula seems to have induced a greater sense of responsibility on the Union's part in the plant of the Ford Motor Car Company of Canada Limited, as far as I can learn. I notice also that it appears to have been accepted at General Motors of Canada Limited quite recently. On the other hand, it does not appear to have been a factor in promoting Union responsibility in the plant of Sherrit Gordon in Manitoba. That the Rand Formula will necessarily promote greater responsibility on the part of the Union and therefore good industrial relations, I have grave doubts. I think on the other hand that modern tendency is in the direction of non-compulsion as far as minorities are concerned and away from the compulsory contract labour principle. Unions are entitled to exercise their own disciplinary measures over their members according to their own constitutions and by-laws, but I do not think that an employer should be placed in the position of providing additional sanctions or depriving employees of the right to work merely because the employee has got into difficulties with the Union. It is true that the Rand Formula may be just and equitable as far as the "dead beat and free rider" is concerned, but I think it is jumping at conclusions to assume that it is any general rule that persons who object to the check-off are "dead beats and free riders." It may well be that a considerable proportion of those objecting to the check-off do so because of their conviction that the affairs of the Union are being conducted in a way which does not meet with their approval. Accordingly, I am of the opinion that the check-off provision in the last contracts of the Company should remain as they are in the proposed new contract and that the maintenance of membership provision should be amended to read as follows:—

- (a) Subject to compliance with the procedure hereinafter set out, it shall be a condition of employment that any employee who on the date hereof was a member of the Union in good standing or who becomes a member after

that date shall maintain such membership during the term of this agreement. An employee shall have satisfied the requirements of this clause so long as he has not been expelled from membership in the Union in accordance with its Constitution and By-laws.

- (b) No employee shall be subjected to any penalties against his application for membership or for reinstatement as a member in the Union except as may be provided in the Constitution and By-Laws of the Union; and no coercion or intimidation of any kind shall be practised to compel or influence an employee to join the Union nor shall any discrimination of any kind whatever be practised or permitted with respect to employees who are or who become members of the Union.
- (c) If any employee asserts that he has been unfairly deprived of membership in the Union such assertion shall constitute a grievance and shall be dealt with according to the Grievance Procedure established by this Agreement.

5. Duration of Agreement

I have reached the conclusion that the contract should terminate the 1st day of August, 1948. I reach such conclusion with some degree of misgiving. The Companies point out that all negotiations in the past for new labour contracts have taken place in the midst of strikes. Naturally in these circumstances they are anxious to have the present proposed contract extend for as long a time as possible. The real difficulty is not in the length of the contract but in the attitude of the parties to the collective bargaining process. The Union holds its convention usually some time in the month of May. There the new demands are discussed. They are then presented to the Companies by the Union officers some time in June. I am rather afraid that the tendency on the part of the Union officers is merely to collect the maximum demands from all of the Locals no matter how exorbitant or extravagant they are and present these to the Companies. This is a technique that may satisfy very aggressive and unreasonable members of the Union, but it is far from being a constructive foundation for the process of collective bargaining as understood by reasonable men. It does seem to me that the Union officers have some responsibility in formulating demands which carry their own judgment rather than making themselves mere messenger boys for unreasonable elements in the membership. There has been a tendency on the part of the Companies to hold back a reply to the Union demands for

an unreasonable length of time. Then the trouble begins. The existing contract has reached its termination date. The membership becomes restless. Meetings are held and a strike results. Then the true and genuine collective bargaining process begins to take place in the very worst of auspices for its success, in the midst of a strike. This must be clear to the parties as bad collective bargaining, but perhaps it is healthy that a third party should say it. If a healthy relationship is to be built up, the demands must be of a responsible kind, carrying the judgment of the Union officers who present them as reasonable. The Companies must reply to those demands promptly. The Union and the Companies must then get down to reasonable collective bargaining with the intention of settling differences without strikes or disturbances. Surely from the 1st day of June to the 1st of August is sufficient time for discussion and reaching fair settlement. The proposed contract should be dated the date of signing and should terminate the 1st day of August, 1948. The wage increases given should be retroactive to the 1st day of August, 1947. No other provisions should be retroactive to a date prior to the date of signing.

6. No Strike Clause

There should be a new no strike clause introduced in the proposed contract. I suggest the following:—

"The Union agrees that no strike vote of the members of any of the Local Unions will be taken during the term of this agreement or the course of negotiations with the Company for renewal or extension thereof until an attempt has been made in good faith to settle any differences arising in such negotiations by conciliation, arbitration or some other form of mediation."

I am happy to report that the above clause has not been forced on the Union by me but has been agreed to by the Union. This clearly indicates a genuine desire on the part of the Union to avoid the disturbances which have been taking place with such regularity in the past. I am confident that the Companies will approach the bargaining process in the future with at least a similar degree of good will.

7. Continuance of Existing Practices

The Union has asked that a general clause should be introduced into the contracts providing substantially for the continuation of existing practices not specifically covered in the contract itself. It is rather obvious, I think that such a clause would provide a

very strong anchor for the Union in connection with matters not definitely in the contract itself. The general theory seems to be that in different plants certain practices have grown up and been adopted of some concessions to the workers not specifically mentioned in the contract. The effect of such a clause would be to convert what may have been voluntary concessions into contractual obligations. Any matters of this kind, I think are matters for collective bargaining when the occasion arises. Accordingly, it is my opinion that such a clause should have no place in the contract.

8. Communication of Wage Rates to the Union

I was rather amazed to learn that in this particular industry there was no provision for communication of classifications and wages to the Union. The position taken by Canada Packers was that its classification was of the man rather than the job. The position of Burns & Co., was that its wage rates were on a scientific and impersonal basis. Both Companies submitted that they were always prepared to disclose the wage rates of an individual workman to the shop stewards, but were not prepared to disclose the full schedule of classifications and rates of employees in the bargaining unit. I am of the opinion that this goes to the root of genuine collective bargaining. How can *bona fide* collective bargaining be carried on when the Union is kept in the dark as to classifications and wages paid? I know that a schedule will take some time to prepare in a form which will furnish the foundation for future relations in this regard. Accordingly, I think that a clause should be introduced into the respective contracts by which the Companies undertake to furnish the Union with a schedule of classifications and rates of those employees in the bargaining unit within a period of three months from the dates of signing the contracts.

9. Consultation between Union and Companies on Schedule of Daily Hours of Work

In principle, the matter of setting up daily hours of work is, I think, the function of management. However, there may be circumstances where this should be the subject-matter of grievance procedure. Furthermore, I think there may be circumstances where the Companies would desire to discuss changes with the Union. Accordingly, I believe there should be introduced into Canada Packers contract at the end of Article XI in the former contract or at the end of Article X in the proposed contract the following addition:—

If a change of schedule involves a reduction in take-home pay, it shall be subject to grievance procedure.

In the case of Burns & Co., I think there should be added to paragraph 2 of schedule B as in previous contract, at page 28:—

Changes contemplated in a gang schedule will be discussed with the Union before they are made and, where feasible contemplated changes in the schedule for any individual will also be discussed.

10. Notice of Lay-off

During the War the Companies were bound by National Selective Service Regulations—7 days' notice. It must be kept in mind that lay-off is not the same as discharge. I mention this because in at least one of the Provinces (Saskatchewan) the law provides that at least one week's notice must be given in case of discharge. National Selective Service Regulations were designed to meet quite a different situation to what prevails in a peace-time economy. I do not think that the Companies should be required to give more than 48 hours' notice of lay-off with the additional provision that in the case of employees on the payroll at the beginning of the work week they must be paid for the guaranteed number of hours' work for that week.

11. Provision for Sick Pay

The proviso sought by the Union to be embodied in the contracts is the same as that contained in the Union's contract with the Swift Canadian Company. The clause appears to be a very reasonable one. As I understand the Companies' submission, sick benefits run to employees both within and without the bargaining unit herein concerned. The Companies appear to be of the opinion that if given a little time, they can work out a plan generally more beneficial to the workers than that which the Union is prepared to accept. The estimated cost of such a plan is $\frac{2}{3}$ cent per hour per employee. The Companies have indicated their willingness that a fund resulting from this hourly figure be set aside pending completion of a plan agreeable to the Union. Accordingly, it is my opinion that such fund should be set aside pending such a plan being accepted. If agreement is not reached within 60 days from the date of the proposed agreement, then the provisions put forward by the Union should be embodied in the agreement. The setting aside of $\frac{2}{3}$ cent per hour per employee should begin with the date of signing of the proposed new contract.

* * *

In the case of Canada Packers only, there are two further points in issue.

1. *Payment for Statutory Holidays*

The Company pays in full all regular hourly-rated employees for eight Statutory holidays. Statistics put forward by the Company indicate a very high rate of absenteeism on the days before and the days after Statutory holidays for which pay is received. The Union does not take any exception to the correctness of the figures. This results in overtime and much inconvenience for fellow workers and undue increase in cost of production for the Company. Accordingly, I think a proviso should be introduced into the contract to the effect that those persons absent on the work days next preceding or next following any Statutory holiday should not be entitled to pay for such holiday unless the absentee received permission from the Company to be absent or was absent because of sickness or for other good cause arising from circumstances beyond his or her control.

2. *Sunday Work*

In the case of Sunday work, the clause in the previous contract is fair if the Company's approach to the problem is the elimination of Sunday work altogether, except for maintenance, emergency repairs and other work arising out of a real emergency. It perhaps is well to call the attention of the Company to The Lord's Day Act of Canada, particularly sections 4 and 11. The clause presently in the contract for payment for Sunday work is workable with the proper kind of approach to the problem and I make no suggestions as to any change.

* * *

In the case of Burns and Company Limited, there is another matter in issue.

Inclusion of Burns & Co. (Eastern) Ltd. in Burns & Co. Ltd. contract

Burns & Co. (Eastern) Ltd., is a wholly owned subsidiary of Burns & Co. Ltd. It operates the Kitchener, Ontario, plant formerly

owned and operated by Dumarts Limited. I am unable to reach a conclusion from the Agreement providing for arbitration and appointing me Arbitrator, that it was intended that I should deal as an Arbitrator with what I regard as a purely legal matter. I do note that Burns & Co. (Eastern) Ltd., was not a signing party to the document providing for arbitration. Therefore, I think I lack any jurisdiction to order the plant of Burns & Co. (Eastern) Ltd., to be included in the contract between Burns & Co., Ltd., and the Union. Burns & Co. Limited and Burns & Co. (Eastern) Ltd., are entirely separate legal entities. I am afraid that any ruling of mine in favour of the Union's contention would result in injunction proceedings in the Courts. Accordingly, I refrain from making any ruling. However, in a practical way, I think no harm should result. Mr. Kelly, solicitor for Burns & Co., Ltd., gave assurance that any benefits bestowed upon Burns & Co., Ltd., employees through the arbitration would be extended to the employees of Burns & Co. (Eastern) Ltd., at Kitchener, through a separate contract. I have every reason to believe this will be done.

* * *

I think the terms of the award are sufficiently clear that no summation is necessary. If there is any difficulty in interpretation, I shall be available to the parties at any reasonable time. I am very grateful to all of the parties for the way in which the case was presented to me. There is no doubt if the pleasant relationship evidenced throughout the hearing is carried forward to the next negotiating period, there will be little danger of sparring, unrest and strikes. I think both parties can look forward to a relationship more sound and constructive than that which has existed in the past.

Dated at Toronto, this 29th day of November, 1947.

C. P. McTAGUE,
Arbitrator

Canadian Railway Board of Adjustment No. 1

THE Canadian Railway Board of Adjustment has released its findings in cases heard on September 9 and October 7, 1947.

Case No. 559, concerning the Canadian Pacific Railway Company (Western Lines) and the Brotherhood of Locomotive Engineers, in respect to disputed run around claims of an engineer assigned to pusher service at Bow Island, Alberta, December 19, 1945.

The joint statement of fact noted that on the date in question, the engineer claimed two 50-mile run around claims on account of not being called to assist two trains, both of which had tonnage greater than one engine could handle over the grade. The trains in question were double-headed by freight engines.

The employees contended that under article 2, clause (1) of the engineers'

schedule the two trains should have received pusher assistance, instead of use being made of freight engineers.

The company's rebuttal held that the assigned pusher service was not required in these instances as there was sufficient motive power attached to each train by virtue of double-heading necessary for traffic reasons.

This latter interpretation was sustained by the Board and contention of employees denied.

Case No. 560, concerning Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen. The controversy was in regard to the claims of a yard foreman and yard helper for eight hours each, January 1 to 8, 1945, account held out of service for refusing to work on other than their regular assignment on January 1, 1945.

The joint statement of facts noted that an arrangement had been made whereby as many men as possible might be off duty on Christmas Day and New Year's Day. To carry out these arrangements it was necessary to work certain men on other than their regular assignments. Thus the two men were scheduled to work on another engine on New Year's Day. On reporting for duty on January 1, they were so instructed by the yardmaster, but refused to comply and went home. Subsequently the two employees were suspended from January 1 to 8 inclusive.

The employees contended that to make the two men work on the other engine on January 1, 1945, was a violation of article 139 of the Current Schedule of Rates of Pay and Regulations governing services of conductors, baggagemen, brakemen and yardmen, and was a violation of their seniority rights. Also, to hold the two men out of service for eight days was a violation of part of article 121 of the Current Schedule which states that yardmen will not be held out of service pending the rendering of decision except in cases of dismissable offences.

The company asserted that when the arrangement regarding Christmas Day and New Year's Day had been made, it was distinctly understood that the employees were aware of the intention to relieve a certain number of men on Christmas Day and as many as possible of the balance on New Year's Day. The action of the two men in refusing to comply bordered on insubordination. In an interview with the Terminal Superintendent on January 8, the two had admitted that they had been in the wrong. In view of their previous good records it was decided to impose a suspension only.

The contention of the employees was not sustained.

Case No. 561, concerning the Canadian Pacific Railway Company (Western Lines) and the Brotherhood of Locomotive Engineers. The matter in controversy was the discipline and reduction in earnings suffered by an engineer reduced to fireman for improper handling of brake.

The joint statement of fact noted that the engine manned by the engineer was derailed on January 16, 1947. Examination showed that the leading driving wheel on the left side was on the inside of the rail, due to the tire having moved off wheel centre towards centre of track.

The contention of the employees was that the engineer had manipulated the brake in the manner prescribed and that the offending tire was inadequately fitted. Furthermore, the engineer was disciplined 14 days after the occurrence when article 13 of the Engineers' Schedule states that such action should come within 10 days of the incident.

The company contended that the engineer had not handled the brake in accordance with the rule. It was also maintained that the tire was properly fitted and that later investigation showed that all the tires had been overheated. Finally the delay in the discipline was due to illness of the engineer.

The contention of the employees was sustained.

Case No. 562, concerning Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen, in regard to the claim of a trainman for payment of 26 days at yard rates covering time lost when not permitted to take employment on the Joffre spare board on being displaced from his assignment as switchtender, Joffre Yard.

The statement of facts of the employees showed that under Article 131, Rules A and B, of the Trainmen's Schedule, the man in question had filed application with the joint spare board at Joffre to which he was entitled on seniority basis. He was denied this right by the crew supervisor who assigned him to a yard 18 miles from his home. The trainman refused this assignment and remained idle for 26 days until agreement had been reached for him to take the spare board at Joffre.

The employees contended that the yardman had been entitled to apply to the joint spare board at Joffre. The refusal of his application by the crew supervisor was an injustice, and constituted a disregard of the Schedule and of the man's seniority rights. Refusal of the assignment at a yard 18 miles

from his home was justified. The request for compensation for time lost should therefore be granted.

The company's statement of facts showed that the employee had been assigned to a regular yard position which he refused, and that he stayed away from duty without permission.

The contention of the company was that the man in question should have handled the matter as a grievance in recognized grievance procedure instead of absenting himself without permission.

The decision of the Board was that both parties were in error and that the employee should be reimbursed on a 50 per cent basis.

Case No. 563, concerning Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen. The dispute was in connection with the pooling of crew trains.

The statement of facts of the employees showed that crews of two passenger trains were pooled in the spring of 1947. By so doing, the guaranteed payments to one crew were offset and the number of trainmen previously assigned to the other was reduced by one. The employees contended that this pooling arrangement by reducing the number of men required, violated Article 7, Rule C, and Article 80, first paragraph, of the Schedule. Furthermore, the senior men were thus deprived of their choice of assignment; and also of their right to the Sunday layover at their homes since crews lay over at one town one Sunday and at the other town the following Sunday.

The statement of facts of the company outlined the inception and pooling of the

four passenger trains. Its contention was that the number of crews was not reduced and the reduction in the number of men was no violation of the Articles in question.

The claim of the employees was not sustained.

Case No. 564, concerning Canadian National Railways (Central Region) and the Brotherhood of Locomotive Firemen and Enginemen, regarding discipline of 6 days assessed a fireman in connection with a derailment of 24 cars at Lansdowne, Ontario, on December 22, 1946.

The joint statement of facts noted that a railway car of this train broke because of overheating and was derailed, resulting in the derailment of the next 23 cars following. The train had been fully inspected at Kingston but a blazing hot box was noticed before the derailment by two trackmen and a section foreman who signalled for the train to stop.

The contention of the employees was that the fireman had used reasonable precautions in his inspection, that his duties required his constant attention, and that therefore he should not be held responsible for duties of engineman or front brakeman prescribed by Operating Rules.

The company contended that the fireman had failed in the discharge of his duty in not noticing the hot box which was on the first car behind the engine. The hot box had been blazing for over six miles and he should have noticed this and stopped the train.

The claim of the employees was not sustained.

Collective Agreements and Wage Schedules

Recent Collective Agreements

A FILE of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Vegetable Foods

PETERBOROUGH, ONT.—QUAKER OATS COMPANY OF CANADA LIMITED AND UNITED PACKING-HOUSE WORKERS OF AMERICA (FLOUR AND CEREAL MILL WORKERS' DIVISION)

Agreement to be in effect from April 6, 1947 to August 30, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. There will be no discrimination, intimidation or coercion because of membership or non-membership in the union. Check-off: the company agrees to deduct monthly from the pay of employees who so authorize for the duration of the agreement their union dues and to remit same to the union.

Hours of work: 8 per day Monday through Friday, 4 on Saturday, a 44-hour week for day work. For those on rotating shifts, 8-hour shifts. Rest periods: two ten-minute rest periods in each shift. Overtime: time and one-half for work in excess of the above hours and for all work on Sundays (except when part of regular shift or when employee is changing from one full regular shift to another). Double time shall be paid for work on any of 8 specified holidays, all of which are paid holidays if they fall on regular working days for employees with over 30 days' service.

Vacation: one week with pay for employees with one year's continuous service with the company, 2 weeks with pay for employees with 5 or more years' service and 3 weeks with pay for employees with 20 or more years' service.

Hourly wage rates: including an increase of 10 cents per hour effective April 6, 1947, certain female classifications follow: package department—starting rate 51 cents, increased to 53½ cents in 4 weeks, blockers 53½ to 63 cents, packers 53½ to 67 cents; shipping department—starting rate 51 cents increased to 59 cents in 2 weeks and to 65 cents 4 weeks later and to 67 cents after approval; bag factory—starting rate 51 cents increased to 53½ cents after 4 weeks and to 56½ cents after approval. Males: packing department—mechanic 93 cents to \$1.04½, others 73 to 87½ cents (excluding leaders); shipping department—starting rate

73 cents increased to 76½ in two weeks and to 80½ cents 4 weeks later, others 80½ to 90 cents; bag factory—80½ to 90 cents (excluding head pressmen); feed department—80½ to 90 cents; boiler room and pipe shop—engineers (second and third class) 86 to 99 cents, pipe shop men 80½ to 87½ cents; electrical department—power house operators \$1.04½, electricians 93 cents; repair department—millwrights, machinists, tinsmiths, welders \$1.04½, carpenters and painters 93 cents to \$1.04½, helpers 80½ to 87½ cents; elevator—blenders, sweepers 80½ cents, weighmen, shovellers, distributors 85 to 90 cents; cereal departments—83 to 93 cents; paste goods department—83 to 85 cents; flour mill—bolters 92 cents, purifiers, wheat cleaners, corn mill 87½ cents, oilers 84 cents, sweepers 80½ cents. A shift bonus of 3 cents per hour shall be paid for work on the second shift and 5 cents per hour extra for work on the third shift.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Pulp, Paper and Paper Products

WINDSOR MILLS, P.Q.—CANADA PAPER COMPANY AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE LA PULPE ET DU PAPIER AND THE NATIONAL FEDERATION OF PULP AND PAPER WORKERS INC.

Agreement to be in effect from May 1, 1947, to April 30, 1948 and thereafter from year to year subject to notice. The company recognizes the union as the bargaining agent for all eligible employees. The company and its representatives fully recognize that its employees have the right to become members of the union and will not attempt to interfere with such rights or to discriminate against such members. The union shall not attempt to obtain members through intimidation or coercion. Maintenance of membership: all employees who are now members or who later become union members as well as any new employees who become members must maintain their union membership as a condition of employment. In the event of an employee who has had 5 years' continuous service being discharged, he will receive 50 hours' pay.

Hours of work: 8 per day, 6 days per week. Overtime: time and one half for work in excess of the regular hours (except tour worker who has to work long hours due to absence of relieving tour worker) and for all work on Sundays and 4 specified holidays.

Vacation: one week with pay for employees with one year's continuous service with the company, and 2 weeks with pay for employees with 5 or more years' service. All female employees to be allowed a 10-minute rest

period in the morning, 10-minutes in the afternoon, and 10 minutes on the night shift.

Hourly wage rates for certain classes: guarantee of minimum wage rates—any employee covered by the agreement is entitled for each working week to a rate which under no circumstances shall be less than an amount representing 79 cents an hour for men over 18 years of age, 64 cents an hour for boys under 18 years of age and 47 cents an hour for female employees. Kraft mill—cooks \$1.01, helpers 79 to 84 cents, washers, evaporators 90 cents, firemen, liquor makers 92 cents, firemen's helpers 85 and 86 cents, others 79 to 92 cents; Wood handling—chips screen 86 cents, yard labourers 79 cents, others 79 to 82 cents; Converting—scutator operators 92 cents, No. 1 rewinder operators 91 cents, crepe machine operators, duplex operators No. 1, 90 cents, others 79 to 89 cents; Bag factory—79 to 94 cents; Windsor shipping—weigher 89 cents, checker 85 cents, others 79 to 83 cents; St. Francis outside crew—79 to 85 cents, St. Francis Shipping—80 and 87 cents; Truck drivers 87 and 89 cents, teamsters 80 cents; machine tenders \$1.19 to \$1.37, back tenders 97 cents to \$1.20, third hands 88 to 99 cents, fourth hands 80 to 90 cents, fifth hands 79 to 85 cents; St. Francis Beaters—beater engineers \$1.16, beater men 84 cents, others 81 to 87 cents; Windsor Beaters—beater engineers \$1.05 to \$1.24, beater men 84 cents, others 79 cents; No. 3 Pulp Drying Machine—machine tenders 95 cents, back tenders 85 cents, third hands 80 cents, fourth hands 79 cents; Groundwood mill—grinder operators 85 cents, others 79 and 80 cents, St. Francis Finishing—calander operators 90 cents, cameron winder and rewinder operators 84 and 85 cents, others 79 to 86 cents. Female rates for most classifications 51 to 59 cents with following regulations in force—10 per cent of female help in all departments will receive apprentice rate of 47 cents per hour, 25 per cent will receive apprentice rate of 51 cents and 65 per cent will receive full rate of 53 cents per hour or over. Certain male classifications in the shops—machinists 84 cents to \$1.09, pipefitters, millwrights 84 cents to \$1.06, painters 79 and 84 cents, bricklayers 86 and 99 cents, carpenters, tinsmiths and wiremen 84 to 94 cents.

KAPUSKASING, ONT.—SPRUCE FALLS POWER AND PAPER COMPANY, LTD. AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (LOCAL 523), THE INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (LOCAL 89) AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (LOCAL 1149).

Agreement to be in effect from May 1, 1947, to April 30, 1948, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE for September, 1946, p. 1244, with the following changes—hourly wage rates have been increased by 24 cents for most classes, others slightly more.

Manufacturing: Metal Products

TORONTO, ONT.—THE JAMES MORRISON BRASS MANUFACTURING COMPANY LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 2446.

Agreement to be in effect from June 1, 1947, to May 31, 1948, and thereafter from year to

year subject to notice. The company recognizes the union as the sole bargaining agency for all eligible employees. All employees who are members of the union or who later become union members as well as all new employees hired during the life of the agreement must become and remain union members during the term of the agreement. Check-off: the company will deduct union dues monthly from the pay of employees who so authorize while such authority is in effect and remit same to the union.

Hours of work: 8 per day Monday through Friday, a 40-hour week. Overtime: for maintenance men time and one-half for all work in excess of regular hours; for production men, time and one-half for first 2 hours in excess of 8 per day and for first 4 hours' work on Saturdays and double time for all work in excess of the above and for work on Sundays and statutory holidays, four of which shall be paid holidays if they fall on a regular working day, for employees working the work days immediately preceding and following the holiday.

Vacation: all employees with one year's continuous service to receive 2 weeks' vacation with pay. Employees with less than one year's continuous service with the company must take 2 weeks' vacation, but with proportionately lower vacation pay.

Hourly wage rates: all rates are increased by 6 cents per hour retroactive to April 15, 1947. A premium of 10 cents per hour will be paid for work on any shift other than the regular day shift. This does not apply to night-watchmen, janitors or guards.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Non-Metallic Minerals and Chemicals

ST. MARY'S, ONT.—ST. MARY'S CEMENT CO. LIMITED AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 15.

Agreement to be in effect from July 28, 1947, to July 27, 1948, and thereafter from year to year subject to notice. The employer recognizes the union as the exclusive collective bargaining agency for all eligible employees. There will be no discrimination, intimidation or coercion because of membership or non-membership in the union. Maintenance of membership: all union members and any who become members of the union must as a condition of employment maintain their union membership.

Hours of work: 8 per day, 6 days a week, a 48-hour week. Overtime: time and one-half for work in excess of the regular hours and for work on 5 specified statutory holidays. Vacation: effective September 1, 1947, employees with one year's service will be granted one week with pay, those with 5 or more years' service shall either be granted one week with 2 weeks' pay during the summer or 2 weeks with pay during the winter.

Hourly wage rates: basic rate of pay throughout the plant will be 74 cents. Employees with less than 3 months' continuous service will be paid 71½ cents. Employees on shift not otherwise classified will be paid 76½ cents plus shift differential while on shift work. Mill operators will receive 79 cents plus 3 cents per hour shift differential, while on shift work. Kiln

burners 92 cents, crushers 85 cents, electric shovel (big) \$1.03, electric shovel (small) and diesel shovel 96 cents, sub-station operators 81½ cents, repairmen 74 to 84 cents, machinists 79 to 86½ cents, welders 89 cents, blacksmiths 84 cents, carpenters 84 to 94 cents, painters 79 cents, others 74 to 84 cents.

Absenteeism: the union agrees to support the employer in the elimination of unnecessary absenteeism, and the parties agree that for each unauthorized absence from work over two days during the year (other than proven sickness or injury) the employee will forfeit his right to overtime rates of pay on one named statutory holiday.

Provision is made for seniority rights and grievance procedure.

WINDSOR, ONT.—PARKE, DAVIS AND COMPANY LTD. AND UNITED CHEMICAL WORKERS, LOCAL 350.

Agreement to be in effect from June 16, 1947, to June 15, 1948, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all union members and for all eligible employees when and if it is demonstrated that a majority of such employees are union members. All employees who are union members and all present and new employees who later become union members must as a condition of employment remain members of the union in good standing during the life of the agreement except that they may withdraw from the union during the first 2 weeks in June. Check-off: the company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union, such deductions to continue until the employee requests it be revoked.

Hours of work: 8 per day Monday through Friday, a 40-hour week (except firemen who work 40 hours one week and 48 hours the next week). During July, August and September, 1947, however, 44 hours will be worked at regular rates to assist in maintaining production during the vacation period. Overtime: time and one-half for work in excess of the

regular hours. Six specified holidays, if not worked, shall be paid for at regular rates. Employees who work on any of the holidays shall be paid at their regular rates plus their holiday pay. Vacation: 40 hours with pay to employees with one year's continuous service with the company, 60 hours with pay to employees with 2 years' service, 80 hours with pay to employees with 3 years' service, 120 hours with pay for employees with 20 years' service. Employees who have been away over 30 days during the year through sickness or lay-off will have their vacation period reduced by a corresponding number of days in excess of 30 that they have been absent. A 10-minute rest period shall be allowed morning and afternoon to all female employees.

Hourly wage rates: the company agrees to give all employees in the bargaining unit an increase of 8 cents per hour. Minimum hiring rate for female employees is 55 cents, which shall be increased at the end of 3 months' service to 65 cents and at the end of 6 months to 65 cents plus premium which is designed to give at least 70 cents. Seventy cents is guaranteed to all female employees in the Finishing Department who have been with the company more than 6 months. Female checkers shall be paid an additional 5 cents per hour and all female employees shall receive this additional 5 cents per hour while making hypodermic tablets, filling, sealing and sorting capsules in air-conditioned rooms, filling ampoules with powder, sealing ampoules. The minimum hiring rate for male employees is 75 cents which shall be increased at the end of 3 months' service to 85 cents and at the end of 6 months to 90 cents. Male employees immediately connected with finishing production shall be included in the bonus system at a rate established at ¼ the hourly bonus rate paid female employees during each pay period. The bonus system in lieu of a smoking period shall remain in force. Payment to be made early in December or at time of leaving the company's service if before December.

Provision is made for seniority rights and grievance procedure.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN QUEBEC the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application,

with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of 2 new agreements, the amendment of 7 agreements and the correction of one of them and the repeal of 2 other agreements. These include the amendment of the agreement for building trades at Chi-

coutimi in the *Quebec Official Gazette* of October 31 and the extension of the term of the agreement for clockmakers at Montreal in the issue of November 8. The others are summarized below.

Requests for the amendment of the agreements for municipal employees at Jonquière and for building trades at Three Rivers were gazetted October 25. Requests for the amendment of the agreements for the sheet metal manufacturing industry at Montreal, for the dress manufacturing industry for the province and for barbers and hairdressers at Montreal were published November 8. Requests for the amendment of the agreement for barbers and hairdressers at Chicoutimi and for a new agreement for printing trades at Quebec were published November, 15.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties. An Order in Council was published annulling the right to levy of a joint committee.

Manufacturing: Fur and Leather Products

SHOE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated October 8, and gazetted October 31, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1247; Oct., 1947, p. 1473). Hours: effective September 1, 1947, 48 hours per week, instead of the former 55-hour week for all employees except foremen. Overtime is payable at time and one-half.

Minimum wage rates: the new wage rates, which became effective September 1, 1947, are shown in the accompanying tables.

Minimum wage rates for hourly-paid employees of the pattern making, cutting, sole leather, lasting, making and finishing departments

	Zones		
	I	II	III
Class 1	\$0.90	\$0.855	\$0.79
Apprentices:			
1st 1,200 hrs.	0.625	0.595	0.545
2nd 1,200 hrs.	0.755	0.72	0.66
Class 2	0.755	0.72	0.66
Apprentices:			
1st 600 hrs.	0.48	0.455	0.42
2nd 600 hrs.	0.625	0.595	0.545
Class 3	0.625	0.595	0.545
Apprentice—600 hrs.	0.48	0.455	0.42
Class 4	0.48	0.455	0.42
Apprentice—600 hrs.	0.36	0.34	0.315
Class 5	0.36	0.34	0.315
Class 6	0.30	0.285	0.265

(The above rates are increases ranging from 4½ to 15 cents per hour over previous rates).

Minimum wage rates for piece-work employees of the pattern making, cutting, sole leather, lasting, making and finishing departments

	Zones		
	I	II	III
Class 1	\$0.99	\$0.94	\$0.87
Apprentices:			
1st 1,200 hrs.	0.69	0.655	0.60
2nd 1,200 hrs.	0.83	0.79	0.725
Class 2	0.83	0.79	0.725
Apprentices:			
1st 600 hrs.	0.53	0.50	0.46
2nd 600 hrs.	0.69	0.655	0.60
Class 3	0.69	0.655	0.60
Apprentice—600 hrs.	0.53	0.50	0.46
Class 4	0.53	0.50	0.46
Apprentice—600 hrs.	0.395	0.375	0.345
Class 5	0.395	0.375	0.345
Class 6	0.33	0.315	0.29

(No piece work rates higher than the hourly rates were set by previous agreement).

Minimum wage rates for hourly-paid employees of the sewing department

	Zones		
	I	II	III
Class A	\$0.42	\$0.40	\$0.37
Apprentice—600 hrs.	0.36	0.34	0.315
Class B	0.36	0.34	0.315
Apprentice—600 hrs.	0.30	0.285	0.265
Class C	0.30	0.285	0.265
Inexperienced workers doing operations of Class C, 600 hrs...	0.24	0.23	0.21

(These are increases ranging from 3 to 7 cents per hour over previous rates).

Minimum wage rates for piece-work employees of the sewing department

	Zones		
	I	II	III
Class A	\$0.46	\$0.44	\$0.405
Apprentice—600 hrs.	0.395	0.375	0.345
Class B	0.395	0.375	0.345
Apprentice—600 hrs.	0.33	0.315	0.29
Class C	0.33	0.315	0.29
Inexperienced workers doing operations of Class C, 600 hrs...	0.265	0.255	0.23

(Piece-work rates higher than hourly rates were not set by previous agreement).

Manufacturing: Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated November 12, and gazetted November 15, makes obligatory the terms of a new agreement between "L'Association patronale du Commerce de Québec, Inc." and eighteen individual companies, and "Le Syndicat catholique des Employés des Industries de la boîte et des sacs en papier de Québec inc." and the various employees' associations of the individual companies. Agreement to be in effect from November 15, 1947, to April 1, 1948, and thereafter from year to year, subject to notice. Territorial jurisdiction comprises the entire province, and is divided as follows: zone I, the Island of Montreal and within 50 miles from its limits; zone II, the remainder of the province.

Hours are unchanged at 47½ per week (60 for firemen and enginemen) in zone I and 50 per week (60 for stationary enginemen and firemen) in zone II. Overtime is payable at time and one-half. Night shift employees are to be paid 20 per cent higher than the day rate and overtime is computed on the 20 per cent higher rate. Work performed on specified holidays is payable at double time to all employees, except night watchmen, stationary enginemen and firemen and repair men for machines and buildings.

Minimum hourly wage rates in zones I and II for all employees (male and female) are the same as those which became effective July 26, 1947, and were published in *THE LABOUR GAZETTE*, Sept., 1947, p. 1307. Vacation: one week with pay after one year's service, as in previous agreement.

Wages, labour and apprenticeship conditions of employees of the printing trades working in establishments governed by this agreement are governed in zone I, by the agreement relating to printing trades in Montreal (L.G., Sept., 1946, p. 1250, Dec., p. 1772; March, 1947, p. 369, April, p. 543) and in zone II, by the agreement relating to printing trades in Quebec (L.G., May, 1946, p. 628; Nov., 1947, p. 1660, and previous issues), with the exception of the duration of working hours which shall consist of 47½ hours in zone I and 48 in zone II.

Manufacturing: Printing and Publishing

PRINTING TRADES, QUEBEC

An Order in Council, dated October 23, and gazetted October 31, extends the term of the previous Orders in Council for this industry (L.G., May, 1946, p. 628; Nov., 1947, p. 1660, and previous issues) to December 1, 1947.

PRINTING TRADES, MONTREAL

An Order in Council, dated August 12, and gazetted October 31, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1250, Dec., p. 1772; March, 1947, p. 369, April, p. 543) by setting down general provisions governing apprenticeship in zone I. These include the necessary qualifications of applicants for apprenticeship in the printing trades, examinations every 6 months to determine the apprentice's progress, program of subject-matter for each year of apprenticeship for apprentice compositors, pressmen and bookbinders and the special provisions pertaining to these trades.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, MEGANTIC

An Order in Council, dated October 29, and gazetted November 8, repeals the Order in Council making this agreement obligatory (L.G., Dec., 1946, p. 1772).

Construction

BUILDING TRADES, QUEBEC

An Order in Council, dated October 23, and gazetted October 25, makes obligatory the terms of a new agreement between "L'Association des Constructeurs de Québec, inc." and "Le Conseil des Métiers de la Construction des Syndicats catholiques nationaux de Québec," representing "Le Syndicat national catholique des Bricqueurs-maçons du Canada inc.", section No. 1,

Québec; "Le Syndicat national catholique des Plâtriers du Canada inc.", Local No. 1, Québec; "L'Union nationale catholique des Charpentiers-menuisiers de Québec, inc."; "L'Union nationale catholique des Peintres de Québec, inc."; "La Fraternité des Plombiers et Electriciens de Québec, inc."; "L'Union nationale catholique des Ferblantiers-Couvreurs de Québec, inc."; "L'Union catholique des manoeuvres de Québec, inc."; "Le Syndicat national catholique des Métiers de la Construction, inc." of Rivière-du-Loup; "Le Syndicat national catholique du Bâtiment de Thetford-Mines"; "Le Syndicat national catholique des Métiers du Bâtiment inc." of St. Joseph-de-Beauce; "Le Syndicat catholique des Métiers de la Construction de Rimouski, inc."

Agreement to be in effect from October 25, 1947, to April 30, 1948, and thereafter from year to year, subject to notice. It applies to all construction, building and engineering operations. It governs also the operations of asbestos coverers (heating and pipe systems), blower fitters, oil burning system mechanics, cooling system mechanics, pipe mechanics, electricians, tinsmiths, joiners, ornamental iron and bronze workers and tinsmiths roofers. It does not apply to municipal or railway employees, nor to the employers in the pulp and paper industry regarding the maintenance of mills producing pulp and paper. Territorial jurisdiction comprises the city of Québec, the counties of Québec, Portneuf, Montmorency, Lévis, Lotbinière, Beauce, Dorchester, Megantic, Bellechasse, Montmagny, L'Islet, Kamouraska, Témiscouata, Rivière-du-Loup, Rimouski and Matane. It is divided into 4 zones, as follows: zone I, the city of Québec, Lévis and neighbouring municipalities; zone II, the city of Thetford-Mines and the town of Black Lake; zone III, the city of Rivière-du-Loup, the towns of Matane and Rimouski, the municipalities of Notre-Dame-du-Sacré-Cœur, St. Germain-de-Rimouski and Rimouski-East; zone IV, the territorial jurisdiction not included in the above 3 zones.

Hours: 48 per week (as in agreement previously in effect), 60 per week for employees on road construction. Overtime: time and one-half to midnight, double time thereafter. Work performed on Sundays and 9 specified holidays is payable at double time.

Minimum wage rates: there are increases ranging from 5 to 10 cents per hour in zones I and II and from 4 to 10 cents per hour in zones III and IV over the rates paid in previous agreement, while the rates for contractors (personal services) in the pipe mechanic's and electrician's trades remain unchanged. Asbestos insulation mechanic is added with a minimum rate of 95 cents per hour in zone I, 85 cents in zone II, 80 cents in zone III and 75 cents in zone IV. All wage rates for employees of the structural steel industry, steam generator mechanic and boiler-maker trades are the same as those previously paid. Maintenance men—in zone I, skilled workmen are paid \$34 per week and labourers \$27; outside zone I, skilled workmen receive \$29 per week, labourers \$25. (This is an increase of \$2 per week over the rates in effect on November 23, 1946.) Vacation: one week with pay to maintenance men with one year's service.

Provisions are made for apprenticeship regulations and for travelling expenses for certain classes of employees working out of town.

BUILDING TRADES, SOREL

An Order in Council, dated October 23, and gazetted October 31, amends the previous Orders in Council for this industry (L.G., Sept., 1944, p. 1142; Oct., 1946, p. 1446, Dec., p. 1773; April, 1947, p. 544, and previous issues). Territorial jurisdiction comprises the city of Sorel, the county of Richelieu and that part of the county of Verchères not governed by the agreement regulating building trades in the district of Montreal.

*Trade***WHOLESALE FOOD STORES, QUEBEC**

An Order in Council, dated October 29, gazetted November 8, and corrected in the issue of November 15, amends the previous Orders in Council for this industry (L.G., July, 1944, p. 868; July, 1946, p. 930, Aug., p. 1094, Dec., p. 1774). Hours: in establishments making meat mashes, the weekly working hours for stationary enginemen and firemen other than first-class chief enginemen are decreased from 59 to 54 hours; office employees (male and female) now work 43 hours per week instead of 44. All other employees, except occasional hands, common labourers (male and female), watchmen and boiler (not stationary) firemen, personnel and administration employees and enginemen working as first-class chief enginemen, a 48-hour week throughout the year. Overtime: all work in excess of 48 hours per week between April 15 and June 30, inclusive, and between September 1 and December 15, inclusive, is payable at straight time up to 53 hours and thereafter at time and one-half; however, during the rest of the year, overtime is payable at time and one-half, except for certain classes of workers. All the year around, packinghouse employees are paid time and one-half after 48 hours in a week, while office employees receive time and one-half after 43

hours in a week. Night shifts: in all concerns except packinghouses, all categories of employees (except office employees) doing night work and included in night shifts, shall be paid, when working at least 45 hours per week, an additional 10 per cent up to 48 hours per week, thereafter at time and one-half; when working less than 45 hours per week outside the regular working hours of the day set out in the agreement, all time worked by them in excess of the regular hours shall be remunerated at time and one-half. In packing houses, all categories of employees doing night work and included in the night shifts (except office employees) shall be paid, for all time worked outside the regular hours of the day, an additional 10 per cent up to a maximum of 48 hours, thereafter at time and one-half. Vacation: one week with pay after one year's service, one-half day per month for employees with less than one year's service.

Minimum wage rates in zone I: for employees paid by the week, increases range from \$1 to \$4 per week with the following exceptions—men employed in the dry-curing department, butchers and boners and pork butchers receive the same rates during their first 3 years as in previous agreement, butter wrappers and cutters are still paid \$22 per week and female office help receive the same rates during first 2 years of service as formerly; for employees paid by the hour, increases range from 2 to 5 cents per hour. Wage rates for commercial salesmen are increased by \$2 per week in all cases.

Minimum wage rates in zone II are the same as those in zone I, less 10 per cent.

*Service: Public Administration***POLICEMEN, QUEBEC CITY**

An Order in Council, dated October 29, and gazetted November 8, repeals the Order in Council making this agreement obligatory (L.G., Feb., 1947, p. 187).

Fair Wages Conditions in Dominion Government Contracts

THE Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from

the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During October

(1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of October the Department of Labour prepared 69 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 63 construction contracts were awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other bona fide interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than 8 per day and 44 per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than 44 per

week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "minimum rates only" and that "nothing herein contained shall be considered as exempting contractors from the payment of higher rates in any instance where such higher rates are fixed by provincial legislation".

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation . . .	4,366	\$4,103,468 00
Post Office	13	69,927 10

CONTRACTS CONTAINING FAIR WAGE SCHEDULES AWARDED DURING OCTOBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Halifax, N.S.	Re-roofing of the Armouries.	Scotia Roofing & Sheet Metal Ltd., Halifax, N.S.	\$ 58,500 00	June' 14, 1947
Bedford Basin, N.S.	Reconstruction of concrete decks on cribs of main wharf, R.C.N. Magazine Establishment.	Messrs. Walker & Hall, Halifax, N.S.	18,134 00	July 26, 1947
Saint John, N.B.	Installation of a new heating system in the Armoury.	Reid & Cambridge, Ltd., Westmount, P.Q.	15,829 40	May 29, 1947
Coldbrook, N.B.	Erection of a paige wire fence to surround the R.C.O.C. Depot.	The Steel Co. of Canada Ltd., Montreal, P.Q.	3,528 80	July 30, 1947
Montreal, P.Q.	Structural alterations to a garage at 1380 Barre Street.	The Canada Gunito Co., Ltd., Montreal, P.Q.	10,537 00	July 16, 1947
Hamilton, Ont.	Electrical repairs, H.M.C.S. Star.	Dynes Electric Co., Ltd., Hamilton, Ont.	1,010 00	July 16, 1947
Cobourg, Ont.	Repairs and alterations, Rifle Range.	St. Clair Hurlbut, Esq., Belleville, Ont.	12,685 00	Aug. 1, 1947
Centralia, Ont.	Conversion of various buildings at R.C.A.F. Station.	Frontenac Construction Co., Ltd., Toronto, Ont.	25,370 00	Sept. 8, 1947
Trenton, Ont.	Construction of aviation gasoline storage depot, R.C.A.F. Station.	Mr. J. D. Bogue, Ottawa, Ont.	5,914 00	Sept. 10, 1947
Churchill, Man.	Erection of elevated steel water storage tank.	Horton Steel Works, Ltd., Toronto 1, Ont.	25,975 00	Oct. 14, 1947
Aishibik, Y. T.	Construction of building at R.C.A.F. Station.	Poole Construction Co. Ltd., Edmonton, Alta.	15,282 00	Sept. 25, 1947
Central Mortgage and Housing Corporation				
Collingwood, Ont.	Construction of houses and underground services.	G. T. Parmenter Construction Co. Ltd., Toronto, Ont.	107,005 00	June 11, 1947
Goderich, Ont.	Construction of houses and underground services.	Parker Construction Co., Port Stanley, Ont.	69,135 00	Aug. 26, 1947
Listowel, Ont.	Construction of houses and underground services.	E. P. A. Construction Co., London, Ont.	41,106 05	Aug. 2, 1947
Palmerston, Ont.	Construction of houses and underground services.	E. P. A. Construction Co., London, Ont.	27,223 00	Oct. 23, 1947
Bow Island, Alta.	Construction of houses and underground services.	Bird Construction Co. Ltd., Lethbridge, Alta.	58,800 00	Sept. 2, 1947
Port Alberni, B.C.	Construction of houses and underground services.	Souther Construction Co. Ltd., Port Alberni, B.C.	501,000 00	Sept. 29, 1947
Department of Mines and Resources				
Midland, Ont.	Completion and reconstruction of 126 foot Wooden Minesweeper for the Hydrographic Service.	Midland Boat Works, Midland, Ont.	172,648 80 (approx.)	Oct. 21, 1947*
Department of Public Works				
Wood Island, Queens, P.E.I.	Wharf improvements.	J. P. Porter Co., Ltd., Montreal, P.Q.	177,800 75	June 10, 1947
Calgary, Alta.	Painting of exterior of buildings at Veterans Convalescent Hospital.	William Donaldson & Albert Evans, Calgary, Alta.	6,910 00	Oct. 3, 1947
Sandford, N.S.	Breakwater extension.	M. A. Condon & Sons, Kentville, N.S.	114,170 35	May 13, 1947
Halifax, N.S.	Construction of a north end Postal Station.	Foundation Maritime Ltd., Halifax, N.S.	73,050 00	Sept. 19, 1947
Yarmouth, N.S.	General repairs to public building.	Messrs. Rodney Contractors Ltd., Yarmouth, N.S.	8,987 46	Aug. 21, 1947
Ste. Anne des Monts, P.Q.	Wharf reconstruction.	Leandre Thibault, Matane, P.Q.	114,135 00	June 23, 1947
Riviere du Loup, P.Q.	Wharf reconstruction.	Royalmount Construction Ltd., Montreal, P.Q.	377,879 50	July 28, 1947
Riviere St. Paul, Saguenay County, P.Q.	Construction of a wharf.	North Shore Construction Co., Ltd., Montreal, P.Q.	131,270 00	Aug. 1, 1947
Isle aux Grues, Montmagny County, P.Q.	Wharf replacement.	Quemont Construction Inc., Montreal, P.Q.	95,870 40	Aug. 5, 1947
Pointe au Pic (Murray Bay), P.Q.	Repairing dent in steel sheet piling of wharf.	Davie Shipbuilding & Repairing Co., Ltd., Levis, P.Q.	24,930 00	Oct. 20, 1947
Temiskaming, Ont.	Repairs to the concrete piers and gains on the Ontario dam.	Intrusion-Prepak Ltd., Toronto, Ont.	114,950 00	Oct. 3, 1946
Port Colborne, Ont.	Breakwater repairs.	Birmingham Construction, Hamilton, Ont.	30,284 00	June 5, 1947
Whitby, Ont.	Repairs to harbour works (breakwater reconstruction).	McNamara Construction Co., Ltd., Toronto, Ont.	121,953 00	July 9, 1947
Whitby, Ont.	Repairs to harbour works (east harbour wall).	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	124,632 15	July 9, 1947
Collingwood, Ont.	Harbour reconstruction and improvements (reconstruction of portion of east breakwater).	Birmingham Construction, Hamilton, Ont.	93,631 75	July 9, 1947

CONTRACTS CONTAINING FAIR WAGE SCHEDULES AWARDED DURING OCTOBER—*Con.*

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works—<i>Con.</i>				
Kenora, Ont.....	Repairs to wharf (Matheson Street Wharf).	Messrs. Macaw & MacDonald, Winnipeg, Man.	34,331 44	July 14, 1947
Penetanguishene, Ont.....	Harbour improvements (bulkhead wall).	R. A. Blyth, Toronto, Ont....	40,650 50	July 14, 1947
Kingsville, Ont.....	Harbour repairs and improvements (reconstruction of portion of West Pier).	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	139,647 80	July 16, 1947
Ottawa, Ont.....	New floor, wall, etc., Room 57, National Research Council Building.	Mr. Henri Dagenais, Ottawa, Ont.	7,500 00	Oct. 9, 1947
Port Elgin, Ont.....	Breakwater repairs.....	Birmingham Construction, Hamilton, Ont.	74,342 00	July 30, 1947
Meaford, Ont.....	Construction of a revetment wall	R. A. Blyth, Toronto, Ont....	10,628 50	Aug. 9, 1947
Hudson, Ont.....	Construction of a wavebreak boom.	Patricia Transportation Co., Ltd., Hudson, Ont.	15,456 83	Aug. 16, 1947
Ottawa, Ont.....	Improved lighting for railway committee room at House of Commons.	Fred A. Wilson Contracting Co. Ltd., Ottawa, Ont.	11,372 00	Sept. 5, 1947
Winnipeg, Man.....	Roads, pavements, etc., Deer Lodge Hospital.	Mr. G. A. Baert, St. Boniface, Man.	32,622 00	July 9, 1947
Vancouver, B.C.....	Operating department and therapy department, Shaughnessy Hospital.	Messrs. Daswon & Hall Ltd., Vancouver, B.C.	173,641 00	Oct. 29, 1947
Vancouver, B.C.....	Docking, repairing, painting, etc., of Dredge P.W.D. No. 305 (King Edward).	Burrard Dry Dock Co., Ltd., Vancouver, B.C.	17,537 00	June 27, 1947*
Vancouver, B.C.....	Docking, repairing, painting, etc., of Dredge P.W.D. No. 303 (Fruhling).	B.C. Marine Engineers & Shipbuilders, Ltd., Vancouver, B.C.	16,858 00	June 27, 1947*
Nanaimo, B.C.....	Alterations to Indian Hospital...	Canada Paint & Contracting Co., Victoria, B.C.	87,265 00	July 14, 1947
Vancouver, B.C.....	Construction of an elevator shaft at the Pent House and installation of a passenger elevator at Examining Warehouse.	Messrs. Allan & Viner Construction Co., Ltd., Vancouver, B.C.	59,030 00	Oct. 23, 1947
Eastern Passage, N.S.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.	82,754 25	Sept. 29, 1947*
Sheet Harbour (West), N.S.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.	30,229 59	Oct. 24, 1947*
West Dublin, Lunenburg Co., N.S.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.	17,486 50	Oct. 2, 1947*
Riviere des Mille Iles, P.Q.....	Dredging.....	Delormier Construction Ltd., Montreal, P.Q.	10,000 00	Oct. 10, 1947*
St. Antoine, P.Q.....	Dredging.....	Marine Industries Ltd., Montreal, P.Q.	25,929 00	Oct. 17, 1947*
Bracebridge, Ont.....	Dredging.....	McNamara Construction Co., Ltd., Toronto, Ont.	76,916 25	Oct. 16, 1947*
Bronte, Ont.....	Dredging.....	J. P. Porter Co., Ltd., Montreal, P.Q.	16,500 00	Oct. 29, 1947*
Midland and Parry Sound, Ont.....	Dredging.....	Russell Construction Co., Ltd., Toronto, Ont.	77,449 00	Sept. 29, 1947*
Sydenham River, Ont.....	Dredging.....	Chatham Dredging & General Contracting Co., Ltd., Chatham, Ont.	18,750 00	Oct. 2, 1947*
Canoe, B.C.....	Construction and delivery afloat of a wooden hull for Dredge P.W.D. No. 309 (Pelican).	West Coast Salvage & Contracting Co., Ltd., Vancouver, B.C.	15,120 00	Oct. 27, 1947*
Nicomen Slough, B.C.....	Dredging.....	British Columbia Bridge & Dredging Co., Ltd., Vancouver, B.C.	58,000 00	Oct. 2, 1947*
North Arm, Fraser River, B.C.....	Dredging (Channels 33 and 34)...	British Columbia Bridge & Dredging Co., Ltd., Vancouver, B.C.	174,474 08	Oct. 2, 1947*

*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

Department of Transport

Warton, Ont.....	Construction of a watermain and services for staff dwelling.	Scott-Jackson Construction Ltd., New Toronto, Ont.	17,408 50	July 8, 1947
Windsor, Ont.....	Additional development of airport.	Woollatt Construction Co., Ltd., Windsor, Ont.	214,387 50	July 17, 1947
Sandspit, B.C.....	Construction of a radio range station.	R. A. Wassman & Co., Ltd., Vancouver, B.C.	88,513 60	July 30, 1947
Sea Island, B.C.....	Construction of instrument landing facilities at Vancouver Airport.	Marwell Construction Co. Ltd., Vancouver, B.C.	35,995 00	July 7, 1947

*Analysis of Unemployment Insurance Statistics for October, 1947**

A TOTAL of 34,743 claims of all types were filed in local offices of the Unemployment Insurance Commission during October compared with 25,847 in September and 36,517 during October, 1946. Revised claims represent reconsideration of existing claims (arising out of additional contribution credits, refusal of an offer of suitable employment, etc.) as well as special requests, so cannot be considered as additional cases of unemployment. Initial and Renewal claims totalled 29,369 in October compared with 20,883 in September and 34,891 in October, 1946.

Ordinary claims on the live unemployment register at October 31, numbered 42,225 (27,195 males and 15,030 females) as against 36,666 (23,401 males and 13,265 females) at September 30, and 57,036 (39,957 males and 17,079 females) at October 31, 1946. Ordinary claimants are those who are wholly unemployed in the sense that they have separated from employment or have been laid off for a period. Other claims on the register totalled 3,102 (2,440 male and 662 female) at October 31, compared with 2,157 (1,629 male and 528 female) at September 30, and 6,439 (5,907 male and 532 female) at October 31, 1946.

Other claimants are largely short-time claimants (i.e. those who have been put on short-time in the establishments in which they are employed).

Persons on the live unemployment register at October 31, are classified in Table 6 according to the number of days they have been continuously on the register since their last initial or renewal claim. In comparison with the situation at September 30, this

distribution indicates a slight lessening of the average duration of the recorded cases of unemployment, the comparable percentages for Canada being as follows:—

	Total	6 days and less
September 30.....	100	22·8
October 31.....	100	25·3

During October, 32,197 claims were adjudicated. This includes special requests not granted, but excludes cases referred to courts of referees (since the courts' decisions will constitute the final adjudication in most of these cases). Of the claims adjudicated, 23,109 were considered entitled to benefit and 8,870 not entitled to benefit, while 218 represented special requests not granted (requests for dependency allowance, ante-dating of the claim and extension of the two-year period).

Chief reasons for non-entitlement to benefit were: "insufficient contributions while in insurable employment" (2,875 cases), "voluntarily left employment without just cause" (2,489 cases), "refused an offer of work and neglected an opportunity to work" (1,309 cases), and "not capable of and not available for work" (578 cases).

Beneficiaries during October numbered 41,033 and were paid a total of \$1,544,185 for 814,218 compensated days of unemployment. This compares with 39,541 persons paid \$1,512,096 for 798,873 compensated days in September and 65,441 persons paid \$2,463,677 for 1,250,308 compensated days in October, 1946.

The average duration of the unemployment compensated was, then, 19·8 days in October, 20·2 days in September and 19·1 days in October last year. The average amount of benefit paid per beneficiary was \$37·63 in

* Statistics (including tables) are based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1946 TO OCTOBER 31, 1946, AND FROM APRIL 1, 1947 TO OCTOBER 31, 1947

Region	1946		1947	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	13,393	217,497	14,100	228,777
Quebec.....	46,634	817,308	48,012	865,780
Ontario.....	64,197	1,097,605	69,101	1,238,395
Prairies.....	33,159	447,221	33,968	458,745
Pacific.....	18,971	296,323	20,146	315,550
Total for Canada.....	176,354	2,875,954	185,327	3,107,247

October, \$38.24 in September and \$37.65 in October, 1946. The average amount of benefit paid per compensated day of unemployment was \$1.90 in October, \$1.89 in September and \$1.97 in October last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the

month ending October 31, 1947, showed 3,107,247 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1947, an increase of 76,481 since September 30, 1947.

As at October 31, 1947, 185,327 employers were registered as having insurable employees representing an increase of 768 since September 30, 1947.

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO OCTOBER, 1947

	1942	1943	1944	1945	1946	1947
January.....		4,637	11,751	20,412	71,932	63,681
February.....	663	4,822	12,284	14,990	59,098	47,141
March.....	4,124	5,046	10,667	13,307	50,706	43,675
April.....	2,925	3,953	6,463	8,430	35,781	35,859
May.....	2,799	2,027	4,654	8,825	34,777	27,603
June.....	4,629	1,772	3,226	10,857	30,646	21,365
July.....	2,668	1,087	3,106	10,886	27,576	20,034
August.....	1,855	1,370	3,241	20,557	25,115	17,281
September.....	1,118	1,013	3,715	40,473	28,555	25,847
October.....	1,058	1,475	6,222	36,717	34,891	34,743
November.....	1,748	2,896	11,798	53,325	37,111	.....
December.....	3,337	6,562	13,770	57,612	52,479	.....
Total.....	26,924	36,660	90,897	296,391	488,667	337,220

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, OCTOBER, 1947

Provinces	Claims Filed at Local Offices			Disposal of Claims (Including claims pending from [1] previous months)				
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Courts of Referees	Pending
Prince Edward Island.....	177	121	36	20	114	49	1	156
Nova Scotia.....	3,308	1,993	856	459	1,972	899	77	1,776
New Brunswick.....	1,424	958	335	131	776	363	33	949
Quebec.....	10,238	5,997	2,164	2,077	6,119	3,154	338	3,669
Ontario.....	9,434	5,266	2,612	1,556	6,471	1,983	387	2,667
Manitoba.....	1,787	989	500	298	1,385	473	90	635
Saskatchewan.....	793	423	210	160	758	255	33	230
Alberta.....	1,895	973	744	178	1,850	382	34	575
British Columbia.....	5,687	3,792	1,400	495	3,664	1,312	130	3,270
Total, Canada, October, 1947	34,743	20,512	8,857	5,374	23,109 ^[2]	8,870	1,123	13,927
Total, Canada, September, 1947.....	25,847	14,508	6,375	4,964	13,862	7,284	994	12,251
Total, Canada, October, 1946	36,517	24,510	10,381	1,626	24,654 ^[3]	7,389	356	15,950

[1] Action taken at adjudicating offices.

[2] In addition there were 218 special requests not granted in October, 1947.

[3] Number of special requests for October, 1946, not available.

TABLE 4.—CLAIMS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of October 1946	Month of October 1947	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,767	2,875	23,518
Not capable of and not available for work.....	228	578	4,005
Loss of work due to a labour dispute.....	417	365	1,708
Refused offer of work and neglected opportunity to work.....	413	1,309	14,646
Discharged for misconduct.....	275	265	1,729
Voluntarily left employment without just cause.....	2,740	2,489	15,845
Other reasons ^[1]	559	989	6,842
Total.....	7,399	8,870	68,293

[1] These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions, claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, OCTOBER, 1947

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	236	139	5,444	9,630
Nova Scotia.....	4,430	1,547	104,575	219,326
New Brunswick.....	1,422	608	30,735	61,640
Quebec.....	12,797	4,727	260,682	444,043
Ontario.....	10,532	4,604	209,110	400,186
Manitoba.....	2,610	971	49,009	93,631
Saskatchewan.....	933	375	17,164	31,777
Alberta.....	2,272	759	29,902	59,163
British Columbia.....	5,801	2,438	107,597	224,789
Total, Canada, October, 1947.....	41,033	16,168	814,218	1,544,185
Total, Canada, September, 1947.....	39,541	11,844	798,873	1,512,096
Total, Canada, October, 1946.....	65,441	20,278	1,250,308	2,463,677

TABLE 6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS AT OCTOBER 31, 1947

Province	Total	6 days or less	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Prince Edward Island.....	287	61	31	62	35	32	66
Male.....	187	38	19	35	23	25	47
Female.....	100	23	12	27	12	7	19
Nova Scotia.....	5,614	1,233	467	798	875	447	1,794
Male.....	4,802	998	422	682	755	376	1,569
Female.....	812	235	45	116	120	71	225
New Brunswick.....	2,033	645	126	238	303	150	571
Male.....	1,575	545	88	175	229	118	420
Female.....	458	100	38	63	74	32	151
Quebec.....	13,414	3,191	1,195	1,989	2,210	1,167	3,662
Male.....	7,851	2,139	750	1,213	1,182	563	2,004
Female.....	5,563	1,052	445	776	1,028	604	1,658
Ontario.....	10,895	2,653	955	1,404	1,547	827	3,509
Male.....	6,007	1,630	577	772	769	394	1,865
Female.....	4,888	1,023	378	632	778	433	1,644
Manitoba.....	2,518	572	210	345	453	228	710
Male.....	1,472	319	99	192	238	123	501
Female.....	1,046	253	111	153	215	105	209
Saskatchewan.....	1,030	301	78	172	172	74	233
Male.....	631	202	46	94	80	44	165
Female.....	399	99	32	78	92	30	68
Alberta.....	2,432	753	633	290	329	130	347
Male.....	1,912	621	573	190	197	87	256
Female.....	558	132	60	100	132	43	91
British Columbia.....	7,054	2,048	844	1,019	1,003	611	1,529
Male.....	5,186	1,394	585	727	749	461	1,270
Female.....	1,868	654	259	292	254	150	259
TOTAL.....	45,327	11,457	4,539	6,317	6,927	3,666	12,421
Male.....	29,635	7,886	3,159	4,080	4,222	2,191	8,097
Female.....	15,692	3,571	1,380	2,237	2,705	1,475	4,324

Determination of Contributions for Five-Day or Forty-Hour Week

AS a growing number of industries and organizations are operating on a five-day or a forty-hour week it is increasingly important that management and workers should be informed as to how daily unemployment insurance contributions for such a week are determined.

First of all, it must be established that the five-day week is a regular operating feature of the plant, or portion thereof, and that the change from a six-day week was not instituted because of short time as a result of conditions that would otherwise cause a layoff of employees. The question as to whether there was a downward revision of weekly pay is an important factor in determining this point. It is not necessary that the entire industry or organization be on a five-day week, and it may happen that certain departments of a firm may operate regularly on a five-day week basis, while the remainder of the business is still on a six-day week. This quite often happens in the case where the office staff work only five days while the manufacturing departments complete the full six days.

The definition of a "working week" in the Unemployment Insurance Act is quite broad and is defined as "the number of hours, the number of days or the number of shifts which constitute the full week's work for any grade or class or shift in an occupation or at a factory, workshop or other premises of an employer".

The determination of the amount of weekly contributions required for a five-day week will, therefore, resolve itself into two classes:—

- (a) Contributions required when a full "working week" is worked.
- (b) Contributions required when less than a full "working week" is worked.

When the full working week is worked, the employee is considered to have been

employed during the whole of that week, and a full weekly contribution, that is, for six days, is required. Any holiday observed by his place of employment during the week and which was granted to the employee whether with or without pay is considered as a working day for contributions purposes.

If an employee does not work the whole working week, contributions are required for only the days on which work was performed or remuneration paid, whichever is the greater.

For example:—

(1) Six daily contributions are required for an employee who works the full number of hours required on every day of a *five-day week*—Monday to Friday.

(2) Six daily contributions are required for an employee who works the full number of hours required on every working day of a *five-day week* in which a holiday occurs (*four days actually worked*).

(3) If the employee absents himself for one day during the five-day week, a contribution is not required for the day that he was absent *nor* for the Saturday. In other words, only *four* daily contributions are payable.

(4) If the employee absents himself one day in a week which had a holiday, contributions will not be required for the holiday nor for the day he was absent nor for the Saturday; that is, only *three* daily contributions are made for the entire week.

In cases where employees work odd shifts during a week, work abnormal days, or where the work overlaps between days, reference should be made to any of the Unemployment Insurance Commission's National Employment Offices for a definite ruling in writing.

U.I. Contributions and Benefits for Veterans

A TOTAL of 211,818 World War II veterans have now been given unemployment insurance protection based on their war service, Right Hon. Ian A. Mackenzie, Minister of Veterans Affairs, announced late in November. Mr. Mackenzie said that the Department of Veterans Affairs had deposited with the Unemployment Insurance Commission, on behalf of these veterans, up to October 31, a total of \$17,999,490. He said

it was expected that ultimately the Department of Veterans Affairs would make payments totalling about \$47,500,000 on behalf of approximately 500,000 veterans.

"Under the Veterans' Rehabilitation Act once a veteran has been in insurable employment for ninety days he is entitled to have unemployment insurance payments made for him for the whole period of his service subsequent to the passing of the Unemploy-

ment Insurance Act," Mr. Mackenzie said. "Take the case of a man in the First, Second or Third Divisions who enlisted before July 1, 1941. If that man had entered insurable employment immediately on his discharge and had continued to be employed, he would now have more than six years of unemployment insurance payments to his credit with the Unemployment Insurance Commission. This would mean that in the event of him becoming unemployed, he could draw if married \$14.40 per week for the maximum period of one year. If single his weekly payments of course would be at the single rate of \$12.24. It is, of course, not anticipated that veterans will need such long periods of assistance for our experience has been that only a very small percentage of them are unemployed longer than a fifteen-day period. Employers of Canada have been most sympathetic in giving veterans an opportunity," the Minister said.

Breaking the contributions down by fiscal years, Mr. Mackenzie stated, that in the fiscal year of 1946-47 alone, contributions were paid on behalf of 84,205 veterans for a total of \$8,138,523. Up until the end of October of this fiscal year contributions had been paid on behalf of 75,655 veterans for a total of \$7,718,000.

Reprint of Canadian Report to Inter-American Conference

The Canadian report on Unemployment Insurance prepared by the Dominion Depart-

ment of Labour for presentation at the Inter-American Conference on Social Security held at Rio de Janeiro, Brazil, November 10 to 22, 1947, has been reprinted in English from the Technical Reports of the Conference, by the International Labour Organization at Montreal (L.G., June, 1947, p. 778). The reprint is a brochure of 49 pages and describes the principles, techniques and experience of the Canadian plan of Unemployment Insurance and Employment Services and their place in the over-all social security planning in Canada.

Unemployment Insurance Coverage Extended

Honourable Humphrey Mitchell, Minister of Labour, announced on December 9 that on and after January 1, 1948, every monthly rated employee (employee paid by the month) whose annual remuneration does not exceed \$3,120 will be insured under the Unemployment Insurance Act, by authority of Order in Council P.C. 4854, December 3, 1947.

At the present time, those employees paid by the month whose annual remuneration is \$2,400 or less are insured under the Act.

The Minister pointed out that the change will not affect the coverage of all hourly, daily and piece-rated employees and those paid on a mileage basis, who will continue to be insured regardless of earnings. Weekly-rated employees whose earnings are not expected to be more than \$3,120 will also continue to be insured under the Act.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945, number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU. B. 122 (6 September, 1946)

Held that an insured person who withdraws from the labour market and later attempts to become re-established under a new set of conditions would naturally have to take whatever work is offered providing it is employment at the prevailing rate of pay in the district.

The material facts of the case are as follows:—

The claimant, a married woman, aged 41 years, was last employed by a brewery company as a packer at a wage of \$33.15 per week

from November 12, 1942 to August 11, 1945. She filed claim for benefit on March 20, 1946, which was allowed and on March 30 refused to apply for a position as a confectionery packer at 35 cents per hour for an eight-hour day, claiming that the wages were too low.

The Insurance Officer disqualified the claimant for a period of six weeks on the grounds that the employment was suitable due to the fact that she had been out of work for a considerable time and that she should have given it a fair trial.

From this decision the claimant appealed to the Court of Referees. The claimant appeared before the Court which, by a majority decision, upheld the decision of the Insurance Officer.

The claimant then appealed to the Umpire on the grounds that the employment notified was factory work and not confectionery work, involving the lifting of heavy boxes and barrels of nuts and that the wages for such work were too low.

DECISION

The Umpire's decision was that the claimant should be disqualified for a period of six weeks and gave as his reasons:—

The claimant was separated from her employment on the 11th of August, 1945. From that day until the 20th of March the records show that she made no effort whatever to obtain employment and that for all practical purposes she had withdrawn from the labour market. There is nothing on record to indicate why the claimant made no effort to obtain employment during this period or whether she was engaged solely in her household duties as a wife and mother. Two other offers of employment had been refused by the claimant because she considered them unsuitable and it would appear that she attempted to re-establish herself in the labour market under a new set of conditions which did not prevail at the time she became separated from her last employment.

Under these circumstances the claimant naturally would have to take whatever work was offered even if it were different from that in which she formerly was engaged and at a rate of pay that might not correspond with that which she formerly received, provided that it is employment at wages not lower and on conditions not less favourable than those observed by agreement between employees and employers or, failing any such agreement, than those recognized by good employers. In this instance, according to the evidence before me, the wages offered were the accepted rate of pay for this particular type of work and, in refusing to accept this

employment, the claimant has brought herself within the disqualification provided for in Section 43 (b) (i) of the Act.

CU. B. 123

(6 September, 1946)

Held that a claim for benefit made after a stoppage of work due to a labour dispute ceases to exist is valid.

The material facts of the case are as follows:—

The claimant, a married man, aged 36 years, was last employed by a brewery company as a mechanic, receiving 75 cents an hour, from 1935 until March 30, 1946. A partial stoppage of work took place at the brewery plant on March 28, 1946. The claimant worked for two days beyond the stoppage after which he failed to return to his employment because the plant was picketed and the employer sent him notice of separation. He filed claim for benefit on April 12, 1946, giving as his reason for separation from employment that he had been dismissed on account of a strike which was still in progress.

The Insurance Officer disallowed the claim and disqualified the claimant for a period of three days, i.e., from the date on which he filed his claim, April 12, to April 14, contending that a general resumption of work took place on April 15.

From this decision the claimant appealed to a Court of Referees before which he appeared and the Court, by a unanimous decision, allowed the claim on the grounds that the claimant was not participating in, financing or directly interested in the dispute.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the following grounds:—

1. That the claimant lost his employment on account of a stoppage of work due to a labour dispute at the factory, workshop or premises at which he was employed.
2. That from the record submitted, it was undoubtedly clear that the claimant was an interested party in the labour dispute and that he was directly interested in the result.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons:—

From the evidence and submissions made to me, there is no doubt that there was a dispute at the plant and that the claimant lost his employment by reason of such labour

dispute. In going over the submission, I find a statement of the conditions at the plant during the period in question, over the signature of the Insurance Officer, from which I quote:

"On April 9, 1946, out of the usual total of 1,500 employees, 1,130 were at work. On April 10, 72 new employees were engaged, 86 on the 11th, 99 on the 12th, 65 on the 15th, 20 on the 16th and 34 between the 17th and 30th."

From this quotation, taken from one of the exhibits, it is indicated by an Officer of the Commission that the stoppage of work ceased on April 12, 1946.

A claim for benefit, made after the stoppage of work ceases to exist, is valid as any disqualification imposed due to loss of employment as a result of a stoppage of work shall continue only so long as the stoppage of work continues (Section 43 (a) of the Act). It is evident that the stoppage of work had ceased on the 12th of April, 1946, the date on which this claimant made application for benefit. Such being the case, he is entitled to receive benefit as of April 12, 1946. In view of these circumstances, it is not necessary for me to consider the other questions raised in the decision of the Court of Referees.

Health of Employees Factor in Personnel Management

ADDRESSING the 27th Annual Meeting of the Health League of Canada, Mr. J. W. Brace, Vice-President of the Bell Telephone Company of Canada outlined the Company's program for maintaining the health of its employees.

At the outset, he pointed out that Canadian corporations, "more frequently now than in the past", set up funds to cover sickness, accident, pension, and death benefits for their employees. This was, he asserted, a recognition by industrial management that in order to furnish its products at the lowest possible cost, not only must the plant machinery and tools be kept in good working condition, but the people who operate the tools and machinery "must be efficient and mentally and physically at their best."

Turning to the discussion of the Bell Telephone Company's health program for its employees, he stated that the Company "operates from exchanges located in most of the cities and towns of Ontario and Quebec with a staff at the present time of over 23,000 people." In the larger cities the Company provides medical offices with a staff of doctors and nurses. In smaller communities private physicians are engaged to handle the medical work on a per case basis. Difficulties in administering the health program arise from the fact that the Company "works under 400 roofs" and has a large number of men moving about on the streets and highways.

Preplacement medical examinations are carried out and investigation is made of all special sickness and accident cases throughout the territory covered by the Company's operations. Special out-of-hour health courses have been developed. These cover nutrition, home nursing, first aid and allied subjects.

During 1947, the Company will disburse to its employees in the neighbourhood of \$40 per employee to cover salaries and wages paid for sickness absence. The cost of operating the medical services, together with fees paid to medical examiners during the current year will be approximately five dollars per employee. This will amount to a total of more than a million dollars for the year. Mr. Brace stated that the Company hoped through its health program that it will be better able, eventually, to control sickness expense. He asserted that the main purpose of the program is to develop a healthy employee organization in order to promote individual and collective loyalty and a keen desire to furnish the best possible service to the public. Advantage is taken of the visits of employees to the health centres "to give good sound advice on nutrition, out-of-hour activities, rest and all other phases of health."

In addition to the health centres operated by the Company, the Company employs travelling nurses in Toronto and Montreal. These nurses call on employees who are absent due to illness. Special attention is given to employees who do not live at home. These nurses are provided with cars equipped with mobile telephones, so that they can be quickly directed to special assignments. Mr. Brace emphasized the point that the travelling nurse is not used as a truant officer. "The medical department does not lend itself to checking up on delinquents, its responsibility is to provide a service to employees."

A recent development of the program is the provision of periodic health examinations in the larger centres served by the Company.

Labour Law

Recent Regulations Under Provincial Legislation

B RITISH Columbia has now set a weekly minimum wage for hotel bell boys of \$18 a week if they work more than 40 hours a week, and 45 cents an hour if they work less. The Board has also permitted the usual overtime for shopworkers in certain areas on specified days before Christmas, but time and one-half must still be paid for hours worked in excess of 44 in the week. The additional hours of work by which the baking industry is permitted to exceed the general 44-hour limit have been reduced.

Higher minimum rates for women have been set in Nova Scotia, and three zones replace the two previous areas one of which included communities with a population of 17,000 or over and the other, those communities with a smaller population. In Quebec licensing and apprenticeship regulations for electricians as well as conditions to govern the operation of motion-picture projectors have been published.

British Columbia Male and Female Minimum Wage Act

BELL BOYS

Bell boys are now to be covered by the minimum wage provisions of Order No. 52 of June 19, 1946, covering the hotel and catering industry (L.G., 1946, p. 988). This was effected by Order 52A of November 24, gazetted November 27. Bell boys must receive at least \$18 a week if their work-week lasts 40 hours or more or 45 cents an hour if they work less than 40 hours a week. No bell boy may be paid less than the equivalent of four hours' pay in any one day.

For learners, those with less than six months' experience in the industry, who work 40 hours a week or more, the minimum weekly rate is \$12, \$14 and \$16 for the first, second and third two-month periods, respectively. For learners working less than 40 hours a week, the hourly minimum is 30 cents, 35 cents and 40 cents for the first, second and third two-month periods.

Normal maximum hours are eight in a day and 44 a week. For hours in excess of these, overtime of at least time and one-half must be paid, and total hours must not exceed 10 in a day and 48 in a week.

The maximum amounts that may be deducted for board or meals or lodging are set out. The deduction may only be made when the employee actually partakes of the meals. The Board of Industrial Relations may judge the suitability of meals and lodging, and may order a stop to these deductions if the meals are not considered adequate. A weekly period of 32 hours of uninterrupted rest from work must be given, but other arrangements may be made provided the Board approves. Satisfactory sanitary facilities must be provided.

APPRENTICES

Under Order 2A of November 24, gazetted November 27, the rate of pay fixed by an agreement for apprentices indentured under the Apprenticeship Act need no longer be the minimum rate established under the Minimum Wage Act. The section of Order No. 2 of June 21, 1946 (L.G., 1946, p. 988) making such a provision, has been repealed.

British Columbia Minimum Wage Acts and Hours of Work Act

OVERTIME IN SHOPS FOR CHRISTMAS SEASON

The annual Orders permitting overtime at punitive rates in the mercantile industry during the Christmas season were issued on November 14 and gazetted November 20.

Under the Hours of Work Order, shop workers in Vancouver and district, Victoria, Esquimalt, Oak Bay and Saanich may work two hours in excess of the statutory eight on December 20 and December 23, and elsewhere in the Province, two hours overtime on December 23. Orders under the Minimum Wage Acts require overtime rates of time and one-half to be paid for the hours worked in excess of 44 during the week ending December 20.

For temporary workers taken on between December 4 and December 31, special rates are fixed. No male worker may be paid less than 45 cents an hour, and no woman working 39 hours or more in a week may be paid less than \$17 or if she works less than 39 hours in a week, less than 45 cents an hour.

BAKING INDUSTRY

Employees in the baking industry are permitted by Regulation 17B of November 13, gazetted November 20, to work two hours a day in excess of the eight hours laid down by the Act and four hours over the weekly statutory limit of 44 hours. This represents a reduction from the six extra hours of work allowed by the earlier Regulation 17A of November, 1934 (L.G., 1934, p. 1094) now repealed. At that time the weekly maximum hours permitted were 48.

Nova Scotia Minimum Wage for Women Act

Higher minimum rates have been fixed by an Order of September 17, gazetted November 26. Three zones have been established replacing the two earlier ones which comprised, respectively, communities of over 17,000 and those with a smaller population. The Act applies only to cities and towns, but may be extended by Order in Council to other areas. The new Order applies, like the old, to cities and towns. The distinction as to rates between girls over and under 18 has been dropped.

A minimum rate of \$15 has been set in Zone I for experienced workers, \$13 for the first three months for inexperienced workers and \$14 for the second three months. In Zone II the minimum for experienced workers is \$14 and for learners, \$12 and \$13 for the first and second quarters respectively. In Zone III, the minimum is \$13, with \$11 and, then, \$12 for learners.

The new rates exceed the old ones established on June 15, 1946 (L.G., 1946, p. 1104) of \$13 for experienced workers in places of over 17,000 persons and \$12 in smaller places. Rates for learners differed according to occupation.

Zone I consists of Halifax, Sydney, Glace Bay, Amherst, Dartmouth, Dominion, New Glasgow, New Waterford, North Sydney, Springhill, Stellarton, Sydney Mines, Truro and Yarmouth. Zone II comprises Antigonish, Bridgewater, Lunenburg, Inverness, Kentville, Liverpool, Parrsboro, Pictou, Trenton, Wolfville, and Windsor. Zone III covers Annapolis, Berwick, Bridgetown, Hantsport, Joggins, Lockeport, Louisburg, Malone, Middleton, Mulgrave, Oxford, Shelburne, Port Hawkesbury, Port Hood, Stewiacke, and Wedgeport.

Quebec Electricians and Electrical Installations Act

New licensing and apprenticeship regulations as well as conditions for the operation of motion-picture projectors are among the amendments made in the original regulations 2780 of July 20, 1940 (L.G., 1940, p. 927) under this Act. The changes were made by Order in Council 1660, of October 8, 1947 and gazetted October 31.

The Board of Examiners is to supply the candidate for the journeyman-electrician's or the moving-picture machine operator's licences with an apprentice booklet and an identification card. The identification card must carry a picture of the candidate on it. As previously required, the apprentice must still remit his booklet and identification card at the completion of his apprenticeship and when sitting before the Board of Examiners for his examination. However, under the new regulations, these will be given back to the candidate in the case of failure until the resumption of his examination.

Many amended and new orders are issued to secure greater safety from fire. In the case of a motion-picture operator, he may not; smoke or allow smoking in the operating room; read or have reading matter in the room; allow unlicensed persons other than those specifically authorized by the order, to enter the room while spectators are in the building; expose the film, allow an overload on the fuses or make new electrical connections; permit the projector or its equipment to become unclean; or use drugs or intoxicating liquors.

Saskatchewan Hours of Work Act

Employees of the Saskatoon Playgrounds' Association who maintain its rinks are exempted from November 1 to March 31 from the Section of the Act which forbids working hours to exceed eight in a day or forty-four in a week without the payment of time and one-half for the extra time. Order No. 13, approved by Order in Council 1656 of October 24, gazetted November 1, adds that no such employee may work more than the normal hours of work in any month unless he is paid time and one-half for overtime.

Legal Decisions Affecting Labour

Exchequer Court Reverses Decision of Registrar of Shop Cards—Directs Registration of Pressmen's Label

Mr. Justice E. R. Angers, on October 2, in Exchequer Court, upheld the appeal of the International Printing Pressmen and Assistants' Union of North America against the refusal of the Registrar of Shop Cards of the Department of the Secretary of State to register the Union Label of the appellant. The Registrar considered that the Shop Card was "confusingly similar" to the one used by the International Typographical Union of North America.

The appellant had applied for registration on March 16, 1944. Under the Shop Cards Registration Act, 1938, the Minister may refuse registration if the shop card is identical with or resembles a shop card already registered. On this ground the Registrar refused to register the appellant's label.

Counsel for the union pointed out that the Shop Card or Union Label concerned had been in constant use in the United States and Canada since 1903, without objection from anyone, particularly from the International Typographical Union which had registered its label in 1927. It was argued that no prejudice had been suffered by anyone as a result of the use of this label since 1903.

The Registrar was of the opinion that the general appearance of the labels was the important factor. Mr. Justice Angers, on the other hand, held that a careful comparison of both must also be taken into account. His conclusion was that the Shop Card of the appellant was not "confusingly similar" to that of the International Typographical Union, to the extent of being liable to deceive or mislead the public. *International Printing Pressmen and Assistants' Union of North America vs. The Registrar of Shop Cards, Department of State*, October 2, 1947.

Prosecution of British Columbia Union Held Up Until Its Legal Status Determined

In connection with the prosecution of the Nanaimo Dry Cleaning and Laundry Workers Union, No. 1, and certain of its members for conducting or participating in a strike which was illegal under the British Columbia Industrial Conciliation and Arbitration Act, a summary was given in the LABOUR GAZETTE October, 1947, of judgment on August 12 of the British Columbia Court of Appeal upholding the decision of Mr. Justice MacFarlane on

July 22 that the union was a legal entity for purposes of the Industrial Conciliation and Arbitration Act. This decision has been appealed to the Supreme Court of Canada.

When proceedings against the union were instituted, its President applied for a writ of prohibition directed against the Magistrate before whom proceedings were pending, alleging that the Magistrate had no jurisdiction in the matter since, among other reasons, the union was not a juristic person capable of being prosecuted under the Act. In dismissing this application, Mr. Justice MacFarlane expressed the opinion that the Act gave to a union certified under it the character of a juristic person. (L.G. August, 1947, p. 1337).

When this decision was appealed, counsel for the union moved in the Court of Appeal for a stay of proceedings before the Magistrate's Court until the judgment of the Appeal Court was given on the question of the union's status. Chief Justice Sloan on July 29 issued an order directing that proceedings be postponed. He considered that since Mr. Justice MacFarlane had dealt with the merits of the case and held that the union could be prosecuted, the defendants before the Magistrate would be prejudiced if the decision of the Appeal Court on this point was not awaited. *In re Patterson and Nanaimo Dry Cleaning and Laundry Workers Union Local No. 1, 2* (1947) Western Weekly Reports 600.

B.C. Supreme Court Rejects Application for Order to Require Official to Produce Union Records

In the action which arose out of a strike of employees of the Vancouver *Daily Province* which began on June 5, 1946, the Southam Company Limited claimed damages of \$250,000 against officers or representatives of the International Typographical Union and members of Vancouver Local 226 for conspiracy to injure the company. The defendants, all of whom except five were former employees of the plaintiff, were not sued in their representative capacity but as individual members of the union.

A temporary injunction to prohibit members of the local or officers of the I.T.U. watching or besetting or procuring to be watched or beset the company's premises was granted in the B.C. Supreme Court in July, 1946. Later, the injunction was ordered continued until the trial (L.G. 1946, p. 1835).

At a preliminary examination for discovery, one of the defendants, Neelands, for many years secretary-treasurer of the local union, refused to produce minutes and documents relating to the strike. Thereupon, the company applied to the court for an order to compel him to produce them.

On this application the secretary-treasurer filed an affidavit declaring that he held the documents as the servant of the local, that he was entirely subject to the will of the union as to their disposition and that the union had refused its permission to submit the documents.

On July 21, 1947, Mr. Justice Coady in the Supreme Court rejected the application and cited cases to show that the witness could not be required to produce the documents in question. He had actual corporeal possession of the records but not such legal possession as to entitle him to act otherwise than at the direction of the union. *Southam Company Limited v. Gouthro et al* (1947) 2 Western Weekly Reports 644.

Validity of Industrial Conciliation and Arbitration Act is Upheld in British Columbia Supreme Court

To give a Labour Relations Board or the Minister of Labour of British Columbia authority to decide certain questions which arise in a case before a Magistrate under the provincial Industrial Conciliation and Arbitration Act is within the powers of the Legislature, Chief Justice Farris of the British Columbia Supreme Court declared in refusing the application of the United Steelworkers for an order prohibiting Magistrate Ladner of Burnaby from continuing to hear charges against officers and members of the union for striking illegally. The proceedings were instituted by the Acting Minister of Labour under the provisions of the Industrial Conciliation and Arbitration Act (L.G. July 1947, p. 1013) which forbid a strike before conciliation proceedings are completed.

The case arose from a strike against the Dominion Bridge Company. Charges were laid against the union, two of its officers and certain members. There were proceedings in both Burnaby and Vancouver. When the charges against the officers were being heard, both Magistrates referred to the Minister of Labour of British Columbia certain questions of fact.

Section 58 of the Act stipulates that the decision of the Board, or the Minister of Labour acting until a Board is appointed, shall be final where any question arises under the Act as to whether the accused are employees,

whether the local union is a trade union within the meaning of the Act, whether there was an agreement by which the employees were bound or whether there was bargaining with a view to an agreement. When such questions arise in any legal proceeding, they must be referred to the Board by the "Justice or Justices of the Peace, Magistrate, Judge or Court" before whom they arise, and proceedings must be stayed until the Board's decision is made.

One, Hughes, a union member, made application for an order prohibiting the Acting Minister of Labour from hearing any evidence on the questions referred to him and prohibiting Police Magistrate Ladner from hearing the charges.

The applicant's argument was that the Magistrate had no jurisdiction because the prosecution was instituted without the consent of the Minister as the Act requires, that the Acting Minister was not properly the Minister, and that, if the Magistrate had such jurisdiction, he lost it when he referred certain questions for determination to the Minister, since in the applicant's opinion the provisions of the Act purporting to empower the Minister to determine such matters were beyond the powers of a Provincial Legislature.

This latter argument was based on the consideration that the deciding of such questions was a judicial, not an administrative function, and that Sec. 96 of the British North America Act gives the Governor General in Council power to appoint judges of the superior Courts.

As regards the powers of the Acting Minister, Chief Justice Farris was satisfied that under the B.C. Constitution Act an Acting Minister has all the authority of the Minister and retains it until the Order in Council appointing him has been rescinded.

On the question as to the judicial nature of the duties imposed on the Minister by the Industrial Conciliation and Arbitration Act, counsel for the Crown argued that the questions concerned related to facts ordinarily within the knowledge of the Board and they required no judicial decision.

Further, and more important in the Court's view, the Province had authority to give judicial power to the Board, provided such rights were not repugnant to British North America Act. As the Chief Justice saw it, all proceedings under the Industrial Conciliation and Arbitration Act must be instituted in an inferior or provincial court, that is, before a Justice of the Peace or Magistrate and not before a "Judge or Court" to which the Dominion has authority to appoint judges. He considered that the words, "Judge or Court", in the Industrial Conciliation and

Arbitration Act were surplusage and, in the light of the Act, without meaning. Therefore, it seemed to him that there had been no infringement of the rights of the Dominion even if the Board was given judicial power.

In any case, he pointed out, if such provisions of the Act are *ultra vires* the Legislature, they can be severed from the rest. The words "Judge or Court" may be ineffective but the whole Act is not thereby affected. The Province has power to grant the Board final power to decide such questions as those referred to it; the Magistrate is required to refer such questions to the Board and to proceed to determine the case before him. *Hughes v. Reg et al* 2 (1947) Western Weekly Reports 684.

Quebec Court Dismisses Shoe Employers' Application for Restraint of Collective Bargaining during Agreement

Mr. Justice Boulanger in Quebec Superior Court on August 30, 1947, dismissed the application of the Employers' Association of Shoe Manufacturers of Quebec for an interlocutory injunction to restrain one of its members, the Dependable Slipper and Shoe Manufacturing Company, and Local 500 of the International Union of Fur and Leather Workers from negotiating a collective agreement, and to restrain, too, the Quebec Labour Relations Board from certifying the Local as a bargaining agent. The application was based on Sec. 5 of the Quebec Labour Relations Act which provides that, where an employers' association is recognized by the Board for bargaining purposes, the obligation to negotiate in good faith rests with the employers' association exclusively and not with its individual members.

On March 9, 1946, the applicant, L'Association Patronale des Manufacturiers de Chaussures du Quebec, incorporated under the Professional Syndicates Act, was recognized by the Labour Relations Board as the bargaining agency for its members in relation to all the employees' associations certified by the Board as bargaining agents for negotiations with any one of its members. The applicant made an agreement with three shoe workers' unions which had not been certified. This agreement was to continue in force to September 1, 1947, and to be renewed automatically from year to year unless at least a month's notice of termination was given. None of these unions represented the workers of the Dependable Slipper Company nor were these employees members of them.

On August 3, 1946, an Order in Council under the Collective Agreement Act made the terms of the agreement concerning wages, hours, etc. binding on the whole shoe industry. The Order in Council was to remain in

force to September 1, 1947, and thereafter from year to year unless written notice was given not more than 60 days and not less than 30 days before September 1.

On January 27, 1947, Local 500 of the International Union of Fur and Leather Workers was recognized by the Board as bargaining agent for the employees of the Dependable Slipper Company. On their failure to reach an agreement with the Company, a Conciliation Officer intervened under the Trade Disputes Act, and, later, a council of arbitration was appointed. However, before the latter could act, application was made for an injunction to restrain the Company from entering into this agreement. It was claimed that the Board should not have certified Local 500 until the 60th day before the termination of the agreement with the three unions.

The defendants argued that, while an agreement and an Order in Council extending it are in force, the Board may certify any union which applies for certification as required by the Act. The applicant association, it was argued, had no interest in the action, and an injunction should not be granted against the defendants and the Labour Relations Board as the "mise-en-cause" merely to settle a private quarrel between the association and one of its members who was doing what the Act prescribed. Further, it was contended, a certified union may, under the Labour Relations Act, negotiate with an employer during the life of an agreement which has been made by an uncertified union. Lastly, it was argued that the Board is a part of the Department of Labour and its members are not subject to an injunction.

In his judgment, Mr. Justice Boulanger stated that, the recognition granted being valid, the Dependable Slipper Company was under obligation to negotiate in good faith and that it could not be prevented by injunction from doing what the Act prescribes. Even during the life of an agreement made binding by Order in Council on non-parties, the Board can certify as bargaining agent for a group of workers, made subject to the agreement by the Order, a union which applies in the proper form. At least, the Court did not know of any law to prevent them doing so. It might appear, by implication, that the effect of the sections of the Act, stating that a collective agreement is made for a year and that a rival union cannot petition for recognition as bargaining agent in place of the association which made the agreement until 60 days before the expiry of the agreement, would be to prohibit the Board from recognizing another bargaining agent before the time prescribed. Such a provision might be desirable, but the Court should not, upon

application for an injunction, insert, by implication or interpretation, such a provision in the Act. It must apply the law as it is.

Further, since the Board is purely an administrative body, whose members are appointed by the Government to assist the Minister of Labour, there was no ground for proceeding by injunction against it. *L'Association Patronale des Manufacturiers de Chaussures du Québec v. Dependable Slipper and Shoe Manufacturing Company and L'Union Internationale des Ouvriers de la Fourrure et du Cuir des Etats-Unis et du Canada and the Quebec Labour Relations Board*, Quebec Superior Court, August 30, 1947.

Saskatchewan Appeal Dropped as Provincial Authority in Labour Relations Resumed

The appeal of the Saskatchewan Labour Relations Board against the judgment of Mr. Justice Anderson of the Court of King's Bench in a case concerning the certification of a bargaining agent has been adjourned indefinitely. Mr. Justice Anderson held that the workers employed by the Dominion Clay and Fire Brick Company were engaged in "mining" and the relations of the firm and its employees were therefore within the scope of federal authority under the provisions of the Wartime Labour Relations Regulations, 1944 (P.C. 1003) (L.G. Feb. 1944, p. 135). The matter is now only of theoretical importance since these Regulations no longer apply to industries classified as "war industries" unless the latter are ordinarily under federal jurisdiction.

The case arose early in 1946 when the Clay Products Workers' Union sought certification as bargaining agent for the plaintiff's employees. The application was granted by the Saskatchewan Board, the company opposing it on the ground that the matter was federal, and not provincial. When the Saskatchewan Board appealed the decision of the Court of King's Bench, its right to appear before a Court was contested. This preliminary objection, the Supreme Court of Canada decided in the Board's favour on May 13 (L.G. 1947, p. 1341) and the question of the certification went back to the Saskatchewan Court of Appeal. *Dominion Clay and Fire Brick Co. vs. the Saskatchewan Labour Relations Board*.

English Employer, Not the Workman, Held Liable for Overloading Crane

An employer does not, merely by employing his servant to work a crane, delegate to him the statutory duty of seeing that the crane is not overloaded. This principle was enun-

ciated by the English Court of Appeal in allowing a workman's appeal with costs against his employer. The judgment was summarized in *Industrial Welfare*, September—October, 1947.

The workman was engaged in unloading from a truck by means of a travelling crane along a railway line. He was seriously injured when the crane turned over against a bundle of iron which fell on him. It was proved that the crane was loaded beyond the working load indicated by the table attached to the crane. There was an automatic indicator but it was not in working order; it was corroded and so moved slowly. The men on the job were experienced slingers and were expected to judge what was a safe load, defence stated adding that the company had delegated to the men the duty of preventing overloading. The Assize judge accepted this view, ruling that the injured man had failed to establish a breach of the duty imposed on the employer by the Factories Act to ensure that all parts of lifting machines and tracks of travelling cranes are of adequate strength and maintained in proper working order.

This decision was reversed in the Court of Appeal. The employer himself remains liable in civil proceedings for damage caused by breach of duty, the Court held, even if, charged under the Act, he has taken the steps provided in the Act to exempt himself from liability by bringing before the Court the actual offender and has proved that he himself used all diligence to carry out the Act, that he had entrusted the duties to properly instructed subordinates, and that the other person committed the offence without his consent or connivance.

In other words, that which will enable him to escape from being guilty of an offence under the Act will not afford a shield of defence in civil proceedings against a plaintiff who is damaged through the neglect of the subordinate. Where, however, the person injured as the result of the breach of the statutory duty is the employee to whom the employer has properly delegated the performance of that duty and the injury is caused by the act or omission of that employee, the latter cannot plead that his injury was caused by the breach of the statutory duty and not caused by his own act or omission.....There was no evidence of any express delegation of this duty to either of the men.....An employer does not, merely by employing his servant to work a crane delegate to him the statutory duty, of seeing that the crane is not overloaded.....If a man exercising his skill and knowledge to the best of his ability makes a mistake, particularly, as in this case, in what would be a safe lift, it does not amount to contributory negligence. *Gallagher v. Dorman, Long & Co. Ltd.* May 23, 1947.

Australian Commonwealth and State Labour Ministers in Conference

A CONFERENCE of Australian Commonwealth and State Ministers for Labour and their officials which was held in April last is reported in the *New South Wales Industrial Gazette*, May, 1947. The following agenda was placed before the Conference:—

1. Duplication of investigations made by Commonwealth and State Inspectors in regard to arbitration awards operating in factories, shops and offices.
2. Reduction of State standards in factory administration by Commonwealth awards.
3. Lack of uniformity of State Workers' Compensation Laws.
4. Employers' obligation to pay compensation for dust diseases.
5. Absence of uniform arbitration laws in Commonwealth and States.
6. Collaboration between Commonwealth and State Labour Departments in relation to Australian obligations under the amended Constitution of the ILO.

The Resolutions adopted by the Conference directed specific requests to the Commonwealth Minister of Labour and National Service with regard to these subjects, and most of them contemplated a discussion by Commonwealth and State officials in special conferences to be called by the Commonwealth Minister.

Duplication of the inspectorial work of the Commonwealth and States was regarded as undesirable, and plans for obviating it were considered. One solution proposed was that inspection in relation to awards of the Commonwealth Court of Conciliation and Arbitration might be carried out by State inspectors under delegated authority. The Commonwealth Minister of Labour and National Service was asked to consult with the Attorney General, who administers the Commonwealth Conciliation and Arbitration Act, in order to ascertain the feasibility of delegating authority and to suggest the arrangements that would be suitable.

As regards the overriding of standards prescribed by State law by some Commonwealth awards, the Commonwealth Minister was requested to consider an amendment in the Commonwealth Conciliation and Arbitration Act to preserve State standards where they are higher than Commonwealth awards. Constant review of labour standards was urged, and also, periodical conferences of officers of State Departments of Labour to discuss and review such standards with a view to making recommendations to the Commonwealth and State Ministers of Labour.

With respect to workmen's compensation and conciliation and arbitration, the Commonwealth Minister was asked to call a meeting of experts from the Commonwealth and State Departments of Labour and from other Departments concerned to discuss and propose to their Governments the steps necessary to achieve greater uniformity in these two legislative fields.

Similarly, in regard to the prevention of occupational diseases in dusty trades, a conference was recommended of federal and State officials conversant with the subject with a view to (1) determining the steps necessary to lessen the danger of dust; (2) making uniform the provisions for compensation to victims of dust diseases; (3) considering whether compensation should be provided by special legislation or by the Workers' Compensation Acts; and (4) considering means of financing a fund for such compensation.

Close collaboration between Commonwealth and State Departments was agreed on in connection with the International Labour Organization. The Commonwealth Government was asked to consider giving representation to the States in delegations to the International Labour Conference. The plan of co-operation which is to be considered by the various Governments includes the following:—

- (1) The Commonwealth Department of Labour and National Service to forward copies of ILO Conventions and Recommendations to each State Department of Labour which is to be responsible for approaching any other State authority concerned and for bringing them before the State Government;
- (2) Whenever desirable in the interest of ILO work, the Commonwealth Department to arrange for consultation with the State Departments, and between the States in order to secure co-ordinated action;
- (3) The State Departments to keep the Commonwealth informed of any action taken in relation to I.L. Conventions and Recommendations so that it may inform the ILO;
- (4) The Commonwealth Department, from information supplied by the States, to furnish the ILO with information concerning the law and practice in Australia in relation to Conventions not ratified and Recommendations not adopted.

Employment, Hours and Earnings

Introduction

A State of relatively full employment has existed during 1947 and continuance of the basically favourable conditions is expected at least throughout the first quarter of 1948. Seasonal factors will, as usual, cause a dislocation of workers during the winter months. Even seasonally, however, fluctuations are expected to be moderate.

Extensive employment shifting occurred during October as workers in summer-active industries were let out. Many of those released were drawn into logging, which, at that time, was rapidly increasing its work force. Others in the labour market eased shortages in the chronically undermanned industries, especially mining and heavy industry. Unemployment, which at the peak of industrial activity totalled only 1.4 per cent of the labour force, continued at a low level.

Rising living costs, however, added some uncertainty to the labour market scene since "real earnings" (taking into account rises in the cost of living) were currently below those at the end of 1946.

Reports from Employment Offices

The volume of applicants registering with the National Employment Service serves as a sensitive indicator of seasonal trends. Since September, the inflow of workers has increased, reflecting the normal seasonal release of workers from agriculture, construction and transportation. Throughout September and October, the re-direction of the displaced to employment in other fields kept the number out-of-work below the 100,000 mark. By November, however, demand was becoming satiated and the number remaining on file began to accumulate. At November 27, there were 117,000 unplaced applicants of whom 83,000 were men and 34,000 women. Vacancies available for referral, however, rapidly dwindled and at the November date had fallen to 58,000. The greater number of persons in the labour market during October was reflected in a slight rise in the number claiming unemployment insurance. Persons signing the unemployment register rose from 36,700 at the end of September to 42,200 one month later.

Reports by Employers

Employment in the eight leading industries, as reported by employers to the Dominion Bureau of Statistics, marked a further advance during September. Buoyancy prevailed throughout the entire employment field, marred only by labour disturbances in meat packing plants and moderate downtrends in isolated industry groups. At October 1, the index of employment (June 1, 1941=100) reached a new high, totalling 127.4 as against 126.5 and 116.6 one month and one year before respectively. Recorded employment in firms reporting 15 or more employees stood at 2,008,000 at the October date, an increase of 19,000 over the previous month. The gain during September, however, was largely seasonal in character and thus may be expected to disappear during the industrially slack months of January and February.

Hours and Earnings

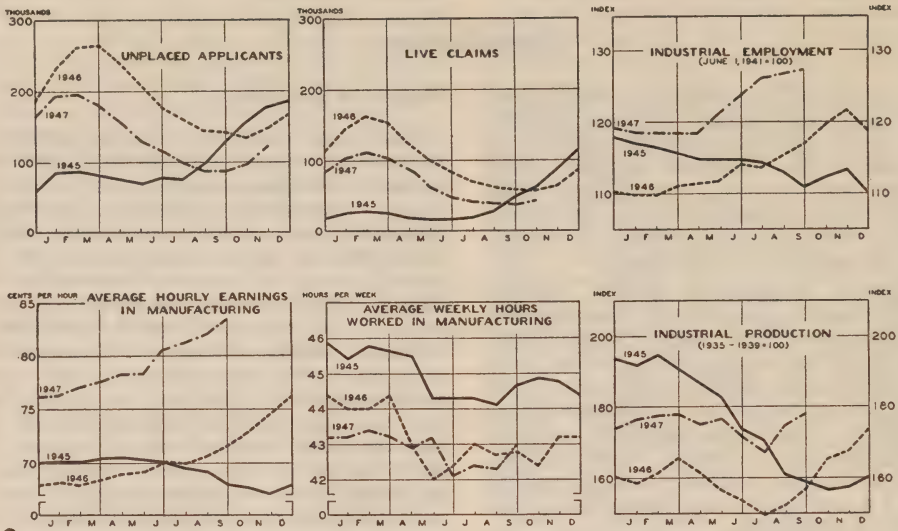
Average hourly earnings in manufacturing continued to increase during September, and, in contrast to the trend since early June, outstripped the comparative gain in the cost of living. Hourly earnings averaged 83.4 cents at October 1, as against 82.2 cents and 71.4 cents one month and one year before respectively. Average hours worked per week marked a slight gain during September as capacity production was resumed in many plants. The average work-week rose to 43.0 hours during the last week in September as against 42.3 and 42.9 in the previous month and year.

Maritime Region

The Maritime region reported that fine weather had sustained employment fairly well until the middle of November, but seasonal slowdowns in construction and agriculture began to take effect as the winter weather advanced. In construction, material shortages, especially cement, and rising costs had resulted in the postponement or cancellation of many building projects which had adversely affected demand for labour, especially the unskilled; construction craftsmen, on the other hand, remained in short supply. Logging expansion was absorbing many workers; the possibility

SELECTED LABOUR MARKET INDICATORS

1945 — 1946 — 1947



SUMMARY OF STATISTICS ON EMPLOYMENT CONDITIONS

NOTE:—Figures are as at the first of the month except where otherwise indicated. Latest figures subject to revision.

Series	1947			1946		
	October	September	August	October	September	August
Civilian Non-Institutional Population—(1)...	(†)	8,971,000	(†)	(†)	8,792,000	(†)
Civilian Labour Force—(1).....	(†)	5,081,000	(†)	(†)	4,977,000	(†)
Employment—						
Employed (1).....	(†)	5,008,000	(†)	(†)	4,860,000	(†)
Index (June 1, 1941=100) (2).....	127.4	126.5	126.1	116.6	114.9	113.2
Total (2).....	2,007,897	1,989,302	1,984,123	1,820,673	793,875	1,765,105
Male (2).....	1,586,426	1,576,071	1,573,311	1,416,822	1,398,508	1,378,979
Female (2).....	421,471	413,231	410,812	403,851	395,367	386,126
Unfilled Vacancies at N.E.S.	109,322	110,568	90,081	141,634	117,236	107,492
Vacancies Notified (2).....	28,944	34,713	33,568	41,466	44,562	40,622
Applications for Employment (2).....	32,053	31,091	26,460	37,127	37,389	36,371
Referrals (2).....	25,734	27,497	23,858	29,041	28,111	27,066
Placements (2).....	16,045	16,678	15,324	18,598	18,108	17,584
Unemployment—						
Unemployed (1).....	(†)	73,000	(†)	(†)	117,000	(†)
% of Civilian Labour Force.....	(†)	1.4	(†)	(†)	2.4	(†)
Unplaced Applicants at N.E.S.—						
Total.....	87,321	85,931	98,891	142,467	144,845	160,340
Male.....	58,736	60,069	69,314	111,443	113,959	125,855
Female.....	28,585	25,862	29,577	31,024	30,886	34,485
Unemployment Insurance Claims.....	36,666	37,350	41,877	57,682	61,822	68,535
Unemployment in Trade Unions..... %	0.7	(†)	(†)	1.0	(†)	(†)
Earnings and Hours—						
Index, Aggregate Weekly Payrolls (June 1, 1941=100) (2).....	184.6	180.3	178.6	149.8	145.6	143.1
Per Capita Weekly Earnings (2)..... \$	37.37	36.76	36.53	33.15	32.72	32.64
Average Hourly Earnings (2)..... \$	83.4	82.2	81.3	71.4	70.6	70.0
Average Hours Worked per Week (2).....	43.0	42.3	42.5	42.9	42.7	43.0
Industrial Production—						
Index (1935-39=100) (2).....	178.0	174.9	168.1	157.6	152.1	149.7

(†) Not available.

(2) Estimates are based on sample Labour Force Survey of the Dominion Bureau of Statistics. All figures represent persons 14 years of age and over.

(2) Statistics are based on the eight leading industries. Data are compiled from reports of firms with 15 or more employees.

(2) Weekly average for month in non-agricultural industries reporting to National Employment Service.

(2) Average hourly earnings and man-hours apply to manufacturing only.

(2) During the month.

(2) For more recent figures, see below, under Operations of the National Employment Service.

of obtaining export markets in the United States, South America, the West Indies, and other dollar areas were being fully explored. Meanwhile, a serious freight car shortage was holding up pulpwood cutting schedules. A steady rise in coal output was reported and it appeared likely that the 40 cents per day provisional increase arranged for in the miners' working agreement would be won if the production trend continued. Nearly all manufacturing plants were working at capacity, with orders scheduled for several months. Retail trade reported a growing buyers' resistance and keener sales competition.

Quebec Region

The Quebec region reported a continued shortage of workers. Labour market conditions had changed only slightly, since fine weather had delayed the normal seasonal decline in construction and transportation. Settlement of the meat-packing strike and the recent railroad agreement had improved the industrial relations scene. For manufacturing industries, the tempo of business showed a slight hesitancy as buyers' resistance to rising prices was becoming more pronounced. The shortage of manpower remained acute in textiles and heavy industry. The recent good weather enabled farmers to finish their fall work earlier than usual, and many had left for jobs in the bush. Logging employment consequently was on the upswing, indicating a substantially larger work-force than in the comparative period in 1946. All branches of construction were booming, although industrial and commercial projects had taken the lead over residential building; the scarcity of skilled tradesmen was acute.

Ontario Region

A serious shortage of labour still confronted the Ontario region, although current releases from seasonal industries had eased the situation somewhat. The scarcity of unskilled labour in manufacturing and in logging, for example, was expected to be greatly reduced as farmers turned to winter employment. Manufacturing plants were operating at capacity—many had recently installed night shifts to increase their output. There were some 60,000 more persons in recorded manufacturing employment than one year before. Over 700 male British immigrants were interviewed in Toronto during October, and nearly all were placed in suitable jobs with little difficulty. Since the end of the war, the consumption of electricity had risen 125 per cent over the highest wartime level and conservation measures were necessary to prevent a serious shortage of power; at the present time five new power projects are under construction.

Many construction projects, both industrial and residential, had reached the stage of inside work and would sustain employment during the winter; skilled tradesmen continued to be in strong demand.

Prairie Region

In the Prairie region, the yearly peak in employment had passed with the close of the harvest season. The transfer of Eastern workers solved the harvest labour problem to a large extent, although considerable movements between the Prairie provinces were also necessary. The logging industry was expanding and absorbed the released workers from agriculture, transportation, and construction. The strike involving 400 base metal miners had just ended and the industry was again reporting a demand for skilled men. Several Alberta coal mines were falling behind scheduled production because of the box car shortage and lack of certificated miners. The meat-packing strike settlement brought a very heavy run of livestock to market, but the inflow had since levelled to normal proportions. Grain shipments to Lakehead terminals had been large and there was a constant demand for shovellers. Navigation had ceased on Lake Winnipeg, and air transportation to northern areas had closed until the ice was thicker. Unemployment among construction workers was not expected to become serious this winter since so much work had reached the inside finishing stage; unskilled construction workers, however, presented somewhat of a problem.

Pacific Region

The Pacific region reported that many of the labour strikes of the early fall months had terminated by the middle of November. Wage disputes in meat, metal manufacturing, and foundry industries were settled, and more than 2,000 persons returned to work. The street railway strike in the three major cities had just ended after a four-week stalemate, involving 3,000 workers; the tie-up had seriously affected business in the down-town areas; from 30 to 50 per cent declines in activity were reported. Wage negotiations were underway in base metal mining, and were impending in coal mines and gold mining. Seasonal activity was tapering off in agriculture, construction and the tourist trade, and seasonally displaced workers were currently seeking employment. As a result of all these factors, labour demand was dropping swiftly to a new low while job-seekers were steadily increasing. The logging industry reported much improvement in the labour supply and less labour turnover; higher wage scales had had a stabilizing effect.

Employment and Payrolls at the Beginning of October, 1947

IN spite of serious losses resulting from the dispute in meat packing plants, substantial expansion in employment and payrolls was indicated, on the whole, by leading establishments at October 1. The general gain was seasonal in character, but was rather above-average for the time of year. The staffs of the 18,182 employers furnishing data to the Dominion Bureau of Statistics in the eight leading industries rose from 1,993,483 at September 1, to 2,007,897 at October 1, or by 0.7 per cent. The general index of employment, based on the 1926 average, reached a new maximum of 194.6 at October 1, as compared with 193.2 at September 1, 1947. At October 1 in preceding years of the record, the figures were as follows: 1946, 178.1; 1945, 168.7; 1944, 183.3; 1943, 187.5 and 1942, 181.3. The highest index during the war was that of 190.5, reached at December 1, 1943.

Improvement in the situation as compared with September 1, 1947, was shown in the Maritime Provinces, Quebec and Ontario, but curtailment was reported by leading firms in the four Western Provinces. To a considerable extent, the losses in these provinces were due to industrial disputes, the strike of meat packing employees having a particularly marked effect in the Prairie Area. In British Columbia, disputes in the iron and steel group also caused some declines. Industrially, there was important expansion in

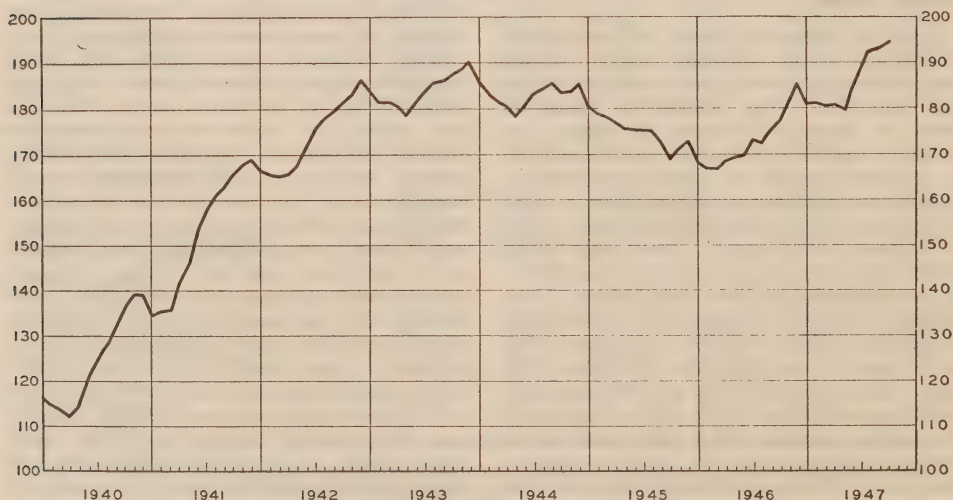
logging, in which the reported increase approximated that noted at October 1 of last year. Trade showed considerable seasonal improvement, while building was also more active. On the other hand, the trend was unfavourable in other branches of the construction industry, and in mining, communications, transportation and hotels and restaurants. Generally speaking, the reductions were moderate. In manufacturing, the outstanding change was the reported decrease of some 10,700 workers in slaughtering and meat packing plants, largely or wholly due to the strike. Lumber and pulp and paper mills showed substantial contractions of a seasonal character. On the other hand, there were important seasonal advances in vegetable food processing and textile factories, together with smaller increases in many other divisions.

Payrolls

The salaries and wages disbursed in the eight leading industries by the firms furnishing statistics at the beginning of October, aggregated \$75,038,687. This total was greater by 2.4 per cent than that of \$73,285,907 which they had distributed in weekly payrolls at the first of September. The increase in recorded employment in the same comparison had amounted to 0.7 per cent. The substantially larger gain in the payrolls resulted

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



mainly from the payment of higher wage rates in many establishments, together with a return to more normal working conditions following the vacation season. The average earnings of the workers on the staffs of the co-operating employers amounted to \$37.37 at October 1, as compared with \$36.76 at September 1, 1947. The latest figure is the highest in the record of over six years. In earlier years for which data are available, the October 1 per capita figures were as follows:—1946, \$33.15; 1945, \$32.08; 1944, \$32.36; 1943, \$31.53; 1942, \$29.51, and 1941, \$26.37.

Including the statistics for financial institutions, the latest survey shows a total of 2,090,700 employees reported at the beginning of October, when their weekly earnings amounted to \$78,114,195. At September 1, the personnel of the co-operating employers had included 2,075,893 men and women, while their salaries and wages were given as \$76,368,442. The average per employee advanced from \$36.79 at that date, to \$37.36 at the beginning of October, as compared with \$33.25 at October 1, 1946.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparison as at September 1, 1947, and October 1, 1946. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls since 1943. The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100

To facilitate comparisons of the trend of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100.

Table I indicates that in the period for which data are available, the number of persons in recorded employment in the eight leading industrial groups has shown an increase of 27.4 per cent, while the aggregate weekly payrolls of those workers are higher by 84.6 per cent. Including finance, the gain in employment from June 1, 1941, to October 1, 1947, amounted to 27.8 per cent, and that in payrolls, to 84.2 per cent. These increases are the highest in the monthly record. The explanation given in earlier reports for the relatively greater rise in the reported salaries and wages than in the numbers employed may again be stated:—(1) the payment of higher wage-rates in extremely large numbers of industries and establishments, in addition to the general increase resulting from the mandatory payment of cost-of-living allowances to the majority of workers during the war; the rates at which these bonuses were paid were increased on more than one occasion before they were absorbed in the basic wage-rates as from February 15, 1944; (2) the progressive up-grading of employees as they gained experience in their work; and (3) reductions in the proportions of women workers.

The index of employment in manufacturing during the period for which monthly statistics of payrolls are available has advanced by 20.9 per cent; the salaries and wages have mounted by 77.1 per cent, and the weekly

TABLE I.—INDEX NUMBERS OF EMPLOYMENT, PAYROLLS AND WEEKLY EARNINGS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Earnings	Index Numbers of			Average Weekly Earnings
	Employment	Aggregate Weekly Payrolls	Average Weekly Earnings		Employment	Aggregate Weekly Payrolls	Average Weekly Earnings	
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
Oct. 1, 1944.....	120.0	151.0	128.2	32.36	133.2	169.2	129.1	33.02
Oct. 1, 1945.....	110.5	137.8	127.0	32.08	112.1	140.4	127.3	32.34
Oct. 1, 1946.....	116.6	149.8	131.3	33.15	112.1	143.0	129.8	33.81
Jan. 1, 1947.....	118.5	149.9	129.3	32.64	113.5	141.5	126.7	32.40
Feb. 1, 1947.....	118.3	160.6	138.7	35.03	115.4	156.8	138.2	35.34
Mar. 1, 1947.....	118.1	163.0	141.0	35.61	115.8	159.5	140.0	35.81
Apr. 1, 1947.....	118.3	163.9	141.5	35.73	116.3	160.8	140.7	35.98
May 1, 1947.....	117.6	163.7	142.1	35.89	116.5	162.7	141.8	36.27
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
July 1, 1947.....	124.1	173.8	143.2	36.15	119.4	167.7	142.6	36.47
Aug. 1, 1947.....	126.1	178.6	144.7	36.53	120.5	171.5	144.6	36.97
Sept. 1, 1947.....	126.5	180.3	145.6	36.76	121.0	173.3	145.3	36.16
Oct. 1, 1947.....	127.4	184.6	148.0	37.37	120.9	177.1	148.7	38.02

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed by the Reporting Establishments in Canada, and their Aggregate and Average Weekly Salaries and Wages Reported at October 1, 1947, together with Index Numbers of Employment and Payrolls, with Comparisons at September 1, 1947, and October 1, 1946.

(The latest figures are subject to revision)

Geographical and Industrial Unit	Number of Employees Reported at Oct. 1, 1947	Aggregate Weekly Payrolls Reported at Oct. 1, 1947	Average Weekly Earnings Reported at			Index Numbers Based on June 1, 1941 as 100 p.c.					
						Employment			Aggregate Weekly Payrolls		
			Oct. 1, 1947	Sept. 1, 1947	Oct. 1, 1946	Oct. 1, 1947	Sept. 1, 1947	Oct. 1, 1946	Oct. 1, 1947	Sept. 1, 1947	Oct. 1, 1946
(a) PROVINCES											
Maritime Provinces.....	145,783	4,902,411	33.63	33.46	30.42	122.2	121.2	115.9	189.1	185.2	160.9
Prince Edward Island.....	3,378	99,909	29.58	28.98	28.16	149.3	148.6	130.5	202.5	197.6	167.8
Nova Scotia.....	83,713	2,810,144	33.57	33.54	30.40	116.7	114.2	110.5	173.8	169.8	148.3
New Brunswick.....	58,692	1,992,358	33.95	33.60	30.56	132.4	131.4	124.4	215.2	211.4	182.3
Quebec.....	600,682	21,464,851	35.73	35.21	32.04	126.7	124.7	117.4	188.9	183.1	156.7
Ontario.....	835,115	32,120,843	38.46	37.80	33.40	123.6	121.8	111.0	175.3	169.7	136.5
Prairie Provinces.....	230,381	8,637,747	37.49	36.89	34.04	129.9	134.1	125.6	183.9	186.8	161.3
Manitoba.....	103,194	3,830,801	37.12	36.66	33.95	124.9	127.1	123.2	174.8	175.8	157.4
Saskatchewan.....	46,317	1,655,778	35.75	35.76	33.06	127.9	131.9	122.8	176.4	182.0	156.4
Alberta.....	80,870	3,151,168	38.97	37.80	34.72	137.9	145.3	130.3	200.9	205.3	169.6
British Columbia.....	195,936	7,912,835	40.38	39.34	36.73	152.2	153.8	132.9	215.7	212.4	171.8
CANADA.....	2,007,897	75,038,687	37.37	36.76	33.15	127.4	126.5	116.6	184.6	180.3	149.8
(b) CITIES											
Montreal.....	286,749	10,318,746	35.99	35.34	32.84	128.6	127.5	122.7	180.3	175.6	157.3
Quebec City.....	30,092	969,058	32.20	32.01	28.46	122.0	121.8	106.0	186.7	185.4	144.0
Toronto.....	256,754	9,788,773	38.13	37.50	33.41	124.5	124.6	116.2	177.0	174.1	144.4
Ottawa.....	24,384	802,869	32.93	32.25	29.30	121.0	122.0	119.5	172.9	171.1	151.5
Hamilton.....	62,466	2,419,448	38.73	37.83	32.59	116.1	114.3	87.8	164.0	157.8	104.1
Windsor.....	38,763	1,744,403	45.00	43.44	35.85	120.4	120.1	99.9	144.4	139.1	95.0
Winnipeg.....	65,619	2,213,911	33.74	33.63	30.77	125.9	128.8	127.3	166.9	170.2	153.7
Vancouver.....	84,181	3,170,927	37.67	36.81	34.34	158.7	161.7	143.8	224.9	223.9	186.8
Halifax.....	21,773	707,962	32.52	32.73	29.97	121.0	122.1	126.0	173.5	176.2	164.8
Saint John.....	14,678	466,849	31.81	30.96	30.02	137.7	133.9	124.3	202.2	192.2	172.4
Sherbrooke.....	10,230	328,601	32.12	30.45	28.53	113.3	110.3	109.0	175.0	161.4	149.5
Three Rivers.....	11,674	434,654	37.23	36.46	31.99	140.9	142.4	124.3	202.6	200.6	153.8
Kitchener-Waterloo.....	20,016	748,005	37.37	36.65	30.84	131.7	132.6	100.6	216.8	215.7	136.3
London.....	25,585	894,638	34.97	34.33	31.44	143.1	143.3	135.0	195.9	192.5	166.1
Port William-Port Arthur.....	12,323	511,112	41.48	40.41	36.73	85.9	87.3	74.6	133.6	132.3	102.3
Regina.....	11,501	374,628	32.57	32.39	29.90	125.9	129.8	120.1	177.6	182.0	155.4
Saskatoon.....	8,085	267,677	33.11	33.28	30.11	159.9	161.2	149.2	239.2	242.5	203.9
Calgary.....	20,892	737,489	35.30	34.67	32.54	131.5	136.6	126.1	183.9	187.6	156.7
Edmonton.....	19,511	658,499	33.75	33.07	31.06	140.6	152.8	134.8	194.9	207.5	171.7
Victoria.....	13,540	492,525	36.38	35.67	31.23	155.2	154.7	152.1	225.4	220.3	189.2
(c) INDUSTRIES											
Manufacturing.....	1,067,258	40,579,566	38.02	37.16	33.18	120.9	121.0	112.1	177.1	173.3	143.0
Durable Goods ¹	495,730	20,276,316	40.90	39.49	35.43	117.2	117.2	103.3	170.0	164.1	129.9
Non-Durable Goods.....	543,900	19,146,943	35.20	34.83	31.08	123.9	124.1	120.1	185.2	183.4	157.8
Electric Light and Power.....	27,628	1,156,307	41.85	41.34	38.11	135.6	138.2	126.4	179.3	180.5	148.3
Logging.....	87,521	3,212,650	36.71	36.76	30.54	181.6	153.0	152.7	334.2	282.1	234.0
Mining.....	78,023	3,528,577	45.22	44.31	40.25	93.3	94.3	87.2	132.5	131.2	111.0
Communications.....	45,797	1,601,107	34.96	34.88	33.07	174.5	176.5	156.3	223.4	225.6	189.8
Transportation.....	182,612	8,130,184	44.52	44.22	41.54	143.3	143.5	134.8	194.9	193.8	171.0
Construction and Maintenance.....	234,239	8,539,303	36.46	35.85	32.18	129.5	129.4	109.5	205.0	201.5	153.7
Services ²	65,914	1,582,799	24.01	23.40	21.59	145.5	150.2	136.5	213.5	214.8	183.1
Trade.....	246,533	7,864,501	31.90	31.88	29.03	135.2	132.1	125.5	182.3	178.0	154.6
Eight Leading Industries.....	2,007,897	75,038,687	37.37	36.76	33.15	127.4	126.5	116.6	184.6	180.3	149.8
Finance.....	82,803	3,075,508	37.14	37.40	35.59	136.2	135.6	128.3	175.2	175.6	158.3
Nine Leading Industries.....	2,090,700	78,114,195	37.36	36.79	33.25	127.8	126.9	117.1	184.2	180.1	150.1

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

² Mainly hotels and restaurants and laundry and dry-cleaning plants.

earnings per person in recorded employment have risen by 46.1 per cent. In the included non-manufacturing industries taken as a unit, the index of employment at October 1 had increased by 36 per cent since the commencement of the record of payrolls, while the index of aggregate weekly salaries and wages in the included non-manufacturing classes showed a gain of 94.3 per cent in the same comparison.

A comparison with the data reported a year ago shows a general increase of 9.3 per cent in the index of employment in the eight leading industrial groups, as compared with a rise of 23.2 per cent in the index of payrolls. In manufacturing, there was an advance of 7.8 per cent at the date under review in the index of employment, accompanied by that of 23.8 per cent in the index of salaries and wages, while the average weekly earnings of the persons in recorded employment have mounted by 14.6 per cent in the 12 months. Among the non-manufacturing industries taken as a unit, there has been a gain of 11.3 per cent in the index of employment in the year, together with a rise of 22.7 per cent in the index of weekly payrolls.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of outstanding importance.

Sex Distribution of Persons in Recorded Employment

There was a general increase in recorded employment for workers of both sexes at October 1 as compared with September 1, according to data received from the larger establishments in the eight leading industries. The gain among men amounted to 7,043, or 0.4 per cent, and that among women, to

TABLE III.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS, (AVERAGE CALENDAR YEAR 1926=100).

(The latest figures are subject to revision.)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Oct. 1, 1931.....	103.9	102.6	.....	.....	.....	101.6	99.3	129.1	.....	.....	.....	95.9
Oct. 1, 1932.....	86.7	84.9	.....	.....	.....	85.8	86.1	94.6	.....	.....	.....	82.1
Oct. 1, 1933.....	90.4	90.9	.....	.....	.....	89.1	89.6	98.7	.....	.....	.....	85.6
Oct. 1, 1934.....	100.0	103.1	.....	.....	.....	96.0	104.8	95.7	.....	.....	.....	95.4
Oct. 1, 1935.....	106.1	112.9	.....	.....	.....	103.1	108.1	102.7	.....	.....	.....	106.0
Oct. 1, 1936.....	110.1	117.9	.....	.....	.....	106.0	112.6	108.6	.....	.....	.....	108.1
Oct. 1, 1937.....	125.7	134.9	100.6	132.7	159.5	127.3	130.4	107.6	99.2	120.4	112.2	117.9
Oct. 1, 1938.....	116.7	114.5	106.6	124.4	102.8	121.6	115.8	113.2	100.1	142.0	114.2	111.3
Oct. 1, 1939.....	121.7	117.9	103.2	130.5	130.4	126.4	121.4	116.4	104.9	134.7	121.8	118.7
Oct. 1, 1940.....	136.2	128.2	132.5	138.8	115.2	142.8	140.9	118.1	108.7	124.6	128.4	127.8
Oct. 1, 1941.....	165.8	175.4	121.1	194.8	154.2	173.9	172.2	154.3	129.2	128.7	146.1	149.4
Oct. 1, 1942.....	181.3	185.2	106.7	211.6	157.2	194.5	184.7	139.0	136.0	134.3	146.9	183.6
Oct. 1, 1943.....	187.5	190.8	125.5	218.4	150.8	203.0	187.2	146.4	139.2	137.1	163.5	197.4
Oct. 1, 1944.....	183.3	189.1	133.8	205.7	171.5	193.8	185.9	148.0	142.1	140.1	162.1	186.6
Oct. 1, 1945.....	168.7	170.5	124.2	185.7	153.9	175.0	166.6	147.4	141.1	142.6	160.2	174.2
Oct. 1, 1946.....	178.1	176.7	139.8	185.5	167.8	184.7	179.0	161.1	153.6	156.5	175.3	179.3
Jan. 1, 1947.....	181.0	169.4	128.9	169.0	172.4	186.7	186.7	158.3	151.3	148.4	175.4	180.4
Feb. 1, 1947.....	180.7	168.0	124.7	172.3	165.2	186.2	187.6	154.6	148.3	142.9	171.7	180.8
Mar. 1, 1947.....	180.4	148.9	124.0	138.1	164.4	188.4	188.7	155.4	149.5	145.1	171.1	180.9
Apr. 1, 1947.....	180.7	153.3	127.4	138.2	174.4	185.8	189.9	155.3	149.1	145.5	171.1	183.6
May 1, 1947.....	179.6	151.7	128.0	141.9	165.7	182.2	189.4	155.7	148.9	147.2	171.5	186.2
June 1, 1947.....	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
July 1, 1947.....	189.5	179.4	150.9	186.3	172.3	191.2	195.7	167.3	155.7	162.5	187.8	196.9
Aug. 1, 1947.....	192.6	183.9	157.0	188.2	180.1	195.0	196.7	172.1	159.1	167.5	194.8	204.2
Sept. 1, 1947.....	193.2	184.7	159.2	191.7	177.3	196.1	196.4	172.1	158.5	168.0	195.4	207.5
Oct. 1, 1947.....	194.6	187.7	159.9	196.0	178.6	199.3	199.3	166.6	155.7	162.9	185.5	205.3
Relative Weight of Employment by Provinces and Economic Areas as at October 1, 1947.	100.0	7.3	2.2	4.2	2.9	29.9	41.6	11.5	5.2	2.3	4.0	9.7

Note: The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100).

(The latest figures are subject to revision.)

Industries	Relative Weight	Oct. 1 1947	Sept. 1 1947	Oct. 1 1946	Oct. 1 1945	Oct. 1 1944	Oct. 1 1943	Oct. 1 1942
Manufacturing	53.1	203.1	203.3	188.4	188.3	223.7	231.4	218.3
Animal products—edible	1.9	188.8	246.3	242.2	238.8	229.1	197.2	178.7
Fur and products	2.2	150.2	146.3	166.8	146.7	126.9	123.0	125.8
Leather and products	1.6	151.8	152.0	157.6	142.5	135.6	136.3	138.0
Boots and shoes	1.0	140.0	141.8	145.3	132.0	124.5	123.5	126.5
Lumber and products	4.1	153.0	155.7	140.1	126.4	126.1	124.1	119.2
Rough and dressed lumber	2.5	138.3	141.6	120.4	107.2	104.4	105.2	108.7
Furniture	.7	157.0	157.7	157.9	134.7	124.9	107.7	111.0
Other lumber products	.9	209.0	211.1	196.9	191.0	209.1	210.6	166.4
Musical instruments	.04	39.7	38.2	38.5	32.1	28.5	50.1	42.5
Plant products—edible	3.9	232.8	206.3	228.3	203.2	214.1	185.6	190.7
Pulp and paper products	5.7	180.7	180.8	167.3	148.1	137.7	134.2	130.9
Pulp and paper	2.6	169.0	171.9	153.4	134.8	125.3	124.0	124.3
Paper products	1.1	266.4	262.3	250.3	225.5	209.4	201.2	184.5
Printing and publishing	2.0	166.5	164.8	157.8	138.9	130.3	124.3	121.3
Rubber products	1.2	193.7	193.5	113.8	173.2	171.2	131.8	125.9
Textile products	7.5	172.0	169.6	165.3	159.0	154.9	156.8	166.7
Thread, yarn and cloth	2.8	178.4	177.0	169.0	158.5	154.9	156.2	174.1
Cotton yarn and cloth	1.0	107.9	107.1	107.0	107.5	108.1	112.6	125.5
Woollen yarn and cloth	.7	201.8	201.0	189.4	168.7	165.7	169.9	198.2
Artificial silk and silk goods	.7	790.3	774.9	714.1	622.8	598.8	556.3	597.5
Hosiery and knit goods	1.2	163.2	161.9	157.1	148.8	143.6	143.3	134.6
Garments and personal furnishings	2.7	174.0	170.0	164.3	163.7	155.7	159.5	173.7
Other textile products	.8	159.8	158.2	169.7	161.9	170.4	170.7	174.2
Tobacco	.5	123.9	122.5	124.4	126.3	124.5	126.8	137.8
Beverages	.9	337.5	341.5	312.0	283.7	263.4	243.6	233.9
Chemicals and allied products	2.0	325.3	323.2	315.6	363.6	611.7	624.1	632.4
Clay, glass and stone products	1.4	184.2	187.0	160.2	145.6	130.9	137.7	132.2
Electric light and power	1.4	203.3	207.2	189.4	160.2	147.3	146.2	146.8
Electrical apparatus	2.6	353.7	349.0	270.1	266.5	323.1	323.4	269.9
Iron and steel products	14.5	216.1	215.5	194.2	215.0	318.9	351.1	310.4
Crude, rolled and forged products	1.8	271.9	272.1	182.4	228.8	245.5	265.4	250.0
Machinery (other than vehicles)	1.5	258.8	256.4	237.8	213.7	218.2	239.5	258.0
Agricultural implements	.8	192.5	193.1	166.0	140.3	128.1	128.0	129.5
Land vehicles and aircraft	5.5	177.2	175.0	161.8	161.2	296.4	300.2	255.3
Automobiles and parts	2.3	300.9	297.2	236.0	171.3	291.0	301.9	303.0
Steel shipbuilding and repairing	1.2	493.9	503.0	475.1	876.3	1,341.1	1,667.0	1,234.5
Heating appliances	.4	217.2	217.2	164.4	178.4	173.2	168.2	155.6
Iron and steel fabrication (n.e.s.)	.5	210.3	212.3	181.1	235.5	289.6	316.8	324.4
Foundry and machine shop products	.4	215.8	214.4	215.3	198.3	234.0	274.3	307.6
Other iron and steel products	2.4	219.8	220.2	217.1	241.5	361.8	431.5	435.1
Non-ferrous metal products	2.4	335.3	331.5	285.2	295.5	411.9	501.1	429.3
Non-metallic mineral products	.8	220.4	225.0	212.0	217.0	212.1	213.4	200.0
Miscellaneous	.9	292.0	289.7	281.5	297.6	350.9	371.5	361.2
Logging	4.3	287.4	242.2	241.7	205.2	181.0	146.0	151.7
Mining	3.9	165.3	167.1	154.5	143.6	150.6	154.1	164.3
Coal	1.2	86.8	86.1	93.7	90.4	95.5	94.0	90.5
Metallic ores	1.9	299.4	303.9	262.6	236.7	257.6	285.7	327.9
Non-metallic minerals (except coal)	.8	230.2	237.5	197.2	184.1	173.5	155.5	162.0
Communications	2.3	169.6	171.6	151.9	123.4	111.6	106.4	105.9
Telegraphs	.4	143.1	144.7	137.7	136.5	129.8	133.2	128.4
Telephones	1.9	175.2	177.3	155.0	119.5	106.6	99.1	99.8
Transportation	9.1	141.6	141.8	133.2	127.3	125.2	120.0	111.7
Street railways	3.0	229.3	227.9	219.0	197.5	188.7	174.3	159.2
Steam railways	4.6	114.7	115.3	110.5	110.5	107.9	106.1	97.3
Shipping and stevedoring	1.5	134.0	134.6	114.2	107.6	118.0	109.8	112.0
Construction and Maintenance	11.7	180.0	179.9	152.2	124.7	114.2	136.9	149.6
Building	5.1	220.0	216.9	165.6	122.1	100.0	145.9	179.7
Highway	4.6	228.0	228.6	201.8	155.8	149.0	169.1	174.1
Railway	2.0	91.8	94.2	91.7	99.2	97.2	98.4	96.4
Services	3.3	250.6	258.7	235.1	209.9	205.4	198.5	185.1
Hotels and restaurants	2.2	257.2	270.1	238.4	208.3	207.8	199.0	179.5
Personal (chiefly laundries)	1.1	238.0	236.6	228.7	213.0	201.3	197.5	194.7
Trade	12.3	212.0	207.2	196.8	176.5	165.7	156.3	153.5
Retail	8.7	217.6	211.2	204.0	182.4	171.8	163.6	161.4
Wholesale	3.6	199.6	198.2	180.0	162.6	150.5	137.7	132.4
Eight Leading Industries	100.0	194.6	193.2	178.1	168.7	183.3	187.5	181.3
Finance	158.1	157.4	148.9	134.0	128.5	125.6	124.3	124.3
Banks and trust companies	160.9	161.1	150.3	137.1	132.7	129.8	129.0	129.0
Brokerage and stock markets	200.0	198.5	245.8	191.7	148.2	124.7	103.2	103.2
Insurance	151.0	149.2	141.3	126.5	121.7	120.0	119.1	119.1
Nine Leading Industries	192.8	191.5	176.7	167.0	180.6	184.5	178.5	178.5

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

7,371, or 1.8 per cent. For persons of both sexes, the increase was 0.7 per cent. On the whole, the movements (apart from those due to strikes) were seasonal in character, heightened activity in logging being the most important factor in the advance among men, while that among women took place to a considerable extent in vegetable food and textile factories. Employment for workers of both sexes reached a decidedly higher level in trade, in which the gain was likewise seasonal.

The leading firms in the nine major industries reported the addition of 14,807 workers to their forces since September 1; of these, 7,267 were men, and 7,540 were women, there being an increase of 0.4 per cent among the former sex, and of 1.7 per cent among the latter. The ratios in this group of indus-

tries were 780 men and 220 women per 1,000 employees, as compared with 782 and 218 per 1,000 respectively, a month earlier.

As compared with October 1, 1946, there was an increase of some 8.8 per cent, in the number of men employed by the larger establishments in the nine major industrial divisions, together with a gain of over 10 per cent in their women workers. The ratios per 1,000 persons in recorded employment had then been 768 in the case of men, and 232 in the case of women. At October 1 in earlier years for which data are available, the proportions of women per 1,000 persons on the paylists of leading industrial establishments in the nine major industrial groups were as follows:—1945, 253; 1944, 271; 1943, 262 and 1942, 235.

Operations of the National Employment Service

THE balance between jobs available and unplaced applicants was maintained throughout October, but by November 27, jobless workers had outnumbered the reported demand for labour by 58,000. However, the downturn was only seasonal in nature and did not portend any widespread drop in employment levels. Buoyancy continued to exist in most industrial fields although the threat of rising living costs may cause some dislocation.

Placement levels were sustained throughout the general field owing to the normal shifts

in employment in October. Workers tended to move from agriculture and summer-active industries to logging, mining, and heavy manufacturing. In the specialized Executive and Professional and the physically handicapped divisions, however, seasonal downturns were already in evidence.

The sustaining influence of Christmas activity was expected to tide over seasonal slowdowns during the next two months but by early 1947, seasonal unemployment would probably reach its peak.

TABLE I.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH
(Source: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
December, 1944.....	111,090	42,272	153,362	43,958	28,344	72,302
December, 1945.....	66,008	26,865	92,873	141,673	38,038	179,711
December, 1946.....	68,818	38,707	107,525	110,465	29,003	139,468
January, 1947.....	54,742	34,987	89,729	135,956	28,221	164,177
February, ".....	39,908	32,793	72,701	155,965	37,140	193,105
March, ".....	36,801	34,995	71,796	156,820	37,994	194,814
April, ".....	43,010	38,725	81,735	145,906	35,448	181,354
May, ".....	53,484	38,706	92,190	122,771	34,192	156,963
June ".....	62,770	39,870	102,640	94,170	32,311	126,481
July ".....	59,921	35,263	95,184	80,985	33,514	114,499
August ".....	58,862	31,219	90,081	69,314	29,577	98,891
September ".....	70,356	40,212	110,568	60,069	25,862	85,931
October ".....	73,892	35,430	109,322	58,736	28,585	87,321
November ".....	65,184	27,750	92,934	64,730	31,099	95,829
December ⁽¹⁾ ".....	35,947	22,325	58,272	82,990	33,584	116,574

(1) Latest figures subject to revision.

Agriculture

The pressure of agricultural labour demand had subsided by October. In general, sufficient labour had been available during the peak activity and little spoilage could be attributed directly to the shortage of manpower. The height of seasonal needs were met by an extensive program of transfers directed by the National Employment Service. Approximately 13 movements were arranged involving some 20,000 persons. Of these, 2,500 were within the respective province, 5,000 between provinces, and 12,500 across the United States border.

Activity in October centred on completion of the sugar beet harvest in the middle West. The work force consisted largely of the Polish veterans allocated to the district and a few

remaining transferees of the Prairie harvest excursion.

Since the generally lower yields in agriculture had reduced farm income in several sections of the country, many farmers had turned to some type of winter employment. Large numbers had already entered woods work while others were accepting jobs in mining, foundries and manufacturing.

Placements fell by almost 50 per cent during October to average 770 per week. At October 30, unfilled vacancies in agriculture totalled 1,058. The current low level of demand reflected not only a seasonal decline but also a much smaller call for year-round help. Immigration, for the most part, was responsible for easing the need for permanent help.

Non-Agricultural Industry

Vacancies Notified.—The call for additional help decreased sharply as seasonal activity began to wane. Power and box car shortages and growing labour unrest also had had a depressing effect on labour demand. Thirteen per cent fewer vacancies were reported in October than in September. However, the effect of the reduced labour demand was postponed as a sufficient number of vacancies were on file to meet the needs of incoming job-seekers. It was not expected that the full effect of seasonal slowdowns would be felt until early in 1947; Christmas activity usually sustains employment during November and December.

An average of 28,175 vacancies were reported per week in October, as compared with 32,512 in September. The heaviest decline was reported in British Columbia, followed by substantial drops in Quebec and Ontario. The over-all decrease was experienced in all main industry groups with the exception of mining; in this group, employers were still extremely short of help and were endeavouring to attract released seasonal workers from other industries.

In logging, it appeared that a full complement of labour would be secured without serious difficulty. Reflecting this, fewer advanced railway fares were being offered, and areas for recruiting tended to be smaller than in 1946. Demand in some areas had been reduced to skilled openings with surpluses of semi-skilled woodsmen reported in British Columbia. Indicating the easier labour situation, unfilled vacancies stood at 21,658 at October 30 as compared with 44,325 one year before. Immigration and the greater influx

of farm workers accounted largely for the more favourable situation.

Seasonal downtrends in construction and transportation employment were moderate because of exceptionally fine weather conditions. In construction, every effort was being made to close in buildings so that inside work could continue during the winter.

Food processing plants were active although untimely frosts had reduced crop yields, especially for tomatoes. Settlement of the strike in meat packing plants brought heavy demands for labour, both to replace the former staff who did not return and to relieve the pressure of the heavy stock runs when business re-opened.

Depletion of vacancies on file was rapid during October and November. By November 27, unfilled vacancies had dropped to 58,308—a decline of 50 per cent from the September peak. This situation did not necessarily reflect a shortage of jobs, since many employers, realizing the limited sources of manpower available, refrained from reporting job openings.

Applicants Registering.—Registration of workers, although well below the 1946 level, indicated the usual seasonal increase during October. Transient labour which had assisted in harvesting operations during August and September, entered employment offices in large numbers. Scattered lay-offs from transportation and construction brought in other workers, especially the unskilled and poorly-qualified. Closing of seasonal food processing plants and summer resorts added to the general influx of female workers.

At October 30, there were 95,829 unplaced applicants. Of these, 15 per cent were under 20 years of age; 56 per cent between 20 and 44; 18 per cent between 45 and 64; 11 per cent 65 years of age or over. In examining the distribution in relation to the labour force, a disproportionate number of job-seekers were among the youths and older workers. Among

youths, heavy labour turnover is a normal phenomenon since it is usual for first jobbers to take from one to two years to become established. The problem for the older worker was more severe because of the discriminating age policy of many firms. Vigorous campaigns against such employment practices, however, are gradually breaking down the age barrier.

TABLE II.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT OCTOBER 30, 1947

(Source: Form UIC 751)

Industry	Male	Female	Total	Change from Oct. 1, 1947	
				Absolute	Per- centage
AGRICULTURE, FISHING.....	927	131	1,058	-1,794	-62.9
LOGGING					
Pulpwood.....	18,732	12	18,744	+3,151	+20.2
Lumber.....	2,651	5	2,656	-251	-8.6
Other logging.....	257	1	258	+130	+101.6
Total.....	21,640	18	21,658	+3,030	+16.3
MINING					
Coal.....	801	1	802	-43	-5.1
Metallic ores					
Iron.....	46	-	46	+19	+70.4
Gold.....	1,686	5	1,691	-114	-6.3
Nickel.....	448	-	448	+8	+1.8
Copper.....	193	1	194	-127	-39.6
Other metallic ores.....	88	-	88	-19	-17.8
Non-metallic minerals.....	347	2	349	-112	-24.3
Prospecting and oil producing.....	45	-	45	-22	-32.8
Total.....	3,654	9	3,663	-410	-10.1
MANUFACTURING					
Food and kindred products.....	3,219	1,792	5,011	-243	-4.6
Textiles, apparel, etc.....	2,134	8,053	10,187	-1,472	-12.6
Lumber and finished lumber products.....	2,232	319	2,551	-670	-20.8
Pulp and paper products and printing.....	997	773	1,770	-558	-24.9
Chemicals and allied products.....	412	270	682	-146	-17.6
Products of petroleum and coal.....	97	11	108	-51	-42.9
Rubber products.....	127	174	301	-233	-43.6
Leather and products.....	348	610	957	-211	-17.9
Stone, clay and glass products.....	543	68	611	-210	-25.6
Iron and steel and products.....	1,314	150	1,464	-521	-26.3
Non-ferrous metals.....	812	141	953	-659	-40.9
Machinery.....	1,118	323	1,441	-757	-34.5
Transportation equipment.....	914	31	945	-316	-25.1
Miscellaneous.....	409	406	815	-129	-13.7
Total.....	14,676	13,130	27,806	-6,236	-18.3
CONSTRUCTION.....	11,392	26	11,418	-3,574	-23.8
TRANSPORTATION.....	2,212	58	2,270	-858	-27.4
COMMUNICATION AND OTHER PUBLIC UTILITIES.....	976	263	1,239	-203	-14.1
TRADE					
Wholesale.....	1,550	581	2,131	-322	-13.1
Retail.....	2,048	3,525	6,173	-1,049	-14.5
Total.....	4,198	4,106	8,304	-1,371	-14.2
FINANCE, INSURANCE, REAL ESTATE.....	1,064	678	1,742	-352	-16.8
SERVICE					
Public.....	1,333	724	2,057	-475	-18.8
Domestic.....	191	3,496	3,687	-349	-8.7
Personal.....	807	2,927	3,734	-2,402	-39.2
Custom and repair.....	1,055	135	1,190	-320	-21.2
Other service.....	1,052	2,047	3,099	-1,340	-30.2
Total.....	4,438	9,329	13,767	-4,886	-26.2
All Industries.....	65,177	27,748	92,925	-16,654	-15.2

The unskilled group weighed heavily among those out-of-work at October 30. Over one-third of the men on file were registered for labouring jobs while many others had only partial skills. A similar problem existed among women workers, with a large proportion of the semi-skilled registering in the clerical trades. The distribution of unplaced applicants, by occupation, is given in Table III.

Applications for employment during October averaged 32,053 per week, as compared with 31,091 and 26,460 during September and August respectively. The number remaining on file continued below the 100,000 mark throughout October, but by November 27 had advanced to 117,000.

Referrals.—The normal shifts in employment which occurred during October kept referral activity at a high level. Initial lay-offs from slackening seasonal industries were directed towards logging and industries which could not acquire sufficient help during the summer months. Referrals rose by 57 per cent in logging, 27 per cent in mining, and 8 per cent in construction. The service industry also benefited from the easier labour market; referrals increased by four per cent to bring the current level to slightly beyond that of 1946. Immigration, both from European Displaced Persons camps and the United

Kingdom, had helped to ease labour shortages in the service trades.

Referrals averaged 24,887 per week during October as against 24,881 and 27,881 one month and one year before respectively.

Referral activity, in relation to the supply of workers, indicated a substantial deterioration during October. In October, 46 per cent of available applicants (those on file at the beginning together with those registered during the period) were referred to job-orders as compared with 52 per cent in September. In relation to the number of jobs available, however, referrals continued at almost a constant level. During October, 45 per cent of available vacancies received referrals as against 46 per cent in September.

Placements.—Placements during October had not yet indicated signs of seasonal downturns. The greater placement activity in logging, mining, and construction offset the slackening in manufacturing hirings. Placements remained steady in all provinces except British Columbia. By sex, hirings kept the same level for men, while a slight downward movement was indicated for women. An average of 15,275 persons (10,849 male and 4,426 female) were placed each week in October.

The problem of geographical dislocation impeded placement work. Available labour

TABLE III.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATIONS AND BY SEX, AS AT OCTOBER 30, 1947

(SOURCE: FORM UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,184	413	1,597	3,491	815	4,306
Clerical Workers.....	1,564	3,085	4,649	5,575	11,099	16,674
Sales Workers.....	2,133	1,771	3,904	2,924	4,643	7,567
Personal and Domestic Service Workers.....	1,446	7,744	9,190	8,425	5,665	14,090
Seamen.....	118	6	124	927	5	932
Agriculture and Fishing.....	924	67	991	1,325	61	1,386
Skilled and Semiskilled Workers.....	36,527	7,124	43,651	19,641	3,849	23,490
Food and kindred products.....	372	88	460	415	219	634
Textiles, clothing, etc.....	1,010	5,737	6,747	379	1,793	2,172
Lumber and wood products.....	21,690	16	21,706	1,100	44	1,144
Pulp, paper and printing.....	288	151	439	219	156	375
Leather and products.....	156	322	478	568	327	895
Stone, clay and glass products.....	90	98	188	51	12	63
Metalworking.....	1,855	49	1,904	3,395	218	3,613
Electrical.....	283	31	314	470	78	548
Transportation equipment, n.e.c.....	51	1	52	302	86	388
Mining.....	1,444	—	1,444	384	—	384
Construction.....	4,856	—	4,856	2,943	2	2,945
Transportation (except seamen).....	908	3	911	3,813	24	3,837
Communication and public utility.....	131	—	131	105	2	107
Trade and service.....	488	326	814	512	363	875
Other skilled and semiskilled.....	2,275	340	2,615	3,344	389	3,733
Foremen.....	84	9	93	400	66	466
Apprentices.....	546	43	589	1,241	70	1,311
Unskilled Workers.....	21,288	7,540	28,828	22,422	4,962	27,384
Food and Tobacco.....	2,591	1,580	4,171	560	723	1,283
Lumber and lumber products.....	1,007	109	1,116	610	106	716
Metalworking.....	1,215	125	1,340	628	116	744
Construction.....	6,966	2	6,968	2,642	1	2,643
Other unskilled workers.....	9,509	5,724	15,233	17,982	4,016	21,998
Total.....	65,184	27,750	92,934	64,730	31,099	95,829

tended to be concentrated in areas distant from labour shortages. During periods of high seasonal activity, the situation was obscured but as activity began to taper off, the problem again came to the fore. In general, demand was centred in Ontario and Quebec while available workers were registered in the Maritimes, British Columbia, and, to a lesser extent, the Prairie provinces.

Reflecting this, a greater number of placements were effected by transferring labour from outside areas. During October, slightly more than 500 transfers were effected each week, representing four per cent of placement activity. The majority were moved to logging and mining camps. In addition, the Nova Scotia movement of workers to Ontario industries continued although at a somewhat slower pace than that of the early months of 1947.

As job opportunities began to dwindle, a larger number of workers accepted short-time

positions. Thirteen per cent of all placements during October were casual, that is, less than seven days duration in length. These were scattered throughout all industries, although more marked in the domestic service and trade groups:

The following table gives the placements effected by employment offices, from January, 1937, to date:—

PLACEMENTS

Year	Regular	Casual	Totals
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946.....	785,593	73,819	859,412
1947 (43 weeks).....	576,604	82,455	659,059

Special Placements

Seasonal influences were already beginning to affect the placement of handicapped workers. With the freer flow of workers it appeared that employers were more reluctant to accept the incapacitated worker. Placements dropped from 1,202 in the August 15-September 13 period to 1,148 during the comparative September-October dates. At the same time, the number unplaced began to

grow. At October 13, handicapped workers on file numbered 3,779 as against 3,520 one month before.

Aside from the seasonal aspect, however, absorption of the physically handicapped has been encouraging. During the first ten months of 1947 over 12,000 were placed, resulting in a reduction of 2,996 in the number unplaced. As a result of the keen attention given to

TABLE IV.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS AS REPORTED BY NATIONAL EMPLOYMENT SERVICE FOR THE MONTH OF OCTOBER, 1947

(SOURCE. Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture and fishing.....	769	847	770
Logging.....	3,602	973	601
Mining.....	828	695	447
Manufacturing.....	8,278	7,540	4,415
Food and kindred products.....	1,336	1,342	690
Textiles, apparel, etc.....	1,544	1,032	583
Lumber and finished lumber products.....	822	794	519
Pulp and paper products and printing.....	603	539	322
Chemicals and allied products.....	283	304	162
Products of petroleum and coal.....	63	74	34
Rubber products.....	109	110	67
Leather and products.....	175	137	75
Stone, clay and glass products.....	231	253	133
Iron and steel and products.....	581	784	445
Non-ferrous metals.....	363	437	296
Machinery.....	773	814	452
Transportation equipment.....	640	669	501
Miscellaneous.....	255	251	136
Construction.....	4,462	4,066	2,881
Transportation.....	1,190	1,236	808
Communication and other public utilities.....	254	262	139
Trade.....	3,409	3,882	2,011
Finance, insurance, real estate.....	400	450	210
Public and professional service.....	1,498	1,483	930
Other service.....	4,254	4,300	2,833
All industries.....	28,944	25,734	16,045

the problem by Special Placement officers, many persons who had never previously been employed, were placed in jobs over the last few months.

The Youth Employment Centre in Toronto which deals exclusively with first jobbers and those under 21 years of age, reported some difficulty was encountered in placing youths

lacking education and work experience. The problem was currently aggravated by the drift of farm workers to the cities. The seriousness of this problem is concealed greatly by the prevailing high employment levels, but should employment fall to any large extent the situation may become acute.

Executive and Professional Offices

In the executive and professional field, seasonal downturns were already in evidence. Placements fell sharply from the all-time high recorded in September. The more plentiful supply of executive and professional personnel, due in part to immigration, and the more selective attitude of the employers, affected the hiring rate. Reflecting this, the qualifications requested, as against the salaries offered, were becoming more strict. Also there was a tendency for demand to shift to out-of-town areas as fewer job opportunities were made available in urban centres.

Occupational dislocation was a problem at Executive and Professional offices. Registrations weighed heavily in the selling and specialized administrative groups; demand accentuated the technical fields. There were vacancies available for sales work on a commission basis, but applicants preferred the

salary plan. In the engineering field a persistent demand existed in practically all centres; few applicants were suitably qualified.

Placements during October averaged 59 per week, which, although 21 per cent below the September level equalled that reported in October, 1946. Reporting of vacancies showed both a yearly gain and a monthly decline; at October 30, there were 1,536 continuing on file.

The inflow of applicants during October maintained a high level, averaging 316 per week. The slower placement rate resulted in a steady accumulation of workers; by the month-end, 2,303 executive and professional applicants remained on file.

Plans were already being laid at executive and professional offices to compile lists of jobs for university graduates and undergraduates for the 1948 season.

Veterans

Two years after hostilities concluded, less than 23,000 veterans were registered for work at employment offices—slightly less than two per cent of the total number discharged. The initial stages of rehabilitation, therefore, appeared to have passed with no serious unemployment developing. Unplaced veterans at their peak (March, 1946) totalled about 83,000, but within a five-month period the number had been almost halved despite continuing high levels of demobilization.

Seasonal influences and chronic unemployment areas accounted for the bulk of veterans seeking work at employment offices. However, many veterans were appearing on the labour market who had been released from the stop-gap positions accepted immediately upon discharge. The tasks of rehabilitation such as training, reconstruction planning, rehabilitation liaison work, etc. required a large working force and, at this phase of reconversion neared completion, staffs were rapidly being disbanded. Labour turnover

also increased work applications, especially in highly competitive industrial centres such as Toronto and Montreal. Applications for employment were sustained at around 6,000 per week during the peak of employment and at about 8,000 during the winter slump.

Of the 22,982 veterans unplaced at the end of October, 14,011 or 39 per cent had not been on file two weeks before, indicating that a large number had only recently been thrown into the labour market. The unplaced veterans were concentrated mainly in four areas, Vancouver, Halifax, Winnipeg, and Saint John. These districts accounted for approximately 50 per cent of those on file.

Placement of veterans averaged 3,415 per week during October, sustaining the August and September levels. Since the beginning of 1947, 24 per cent of all placements effected by employment offices had been for veterans; a total of 161,400 ex-servicemen were placed during this period.

Regional Analysis

The following regional analysis is based on reports received from National Employment Service offices throughout the country. The report covers the month of October, 1947.

Maritime Region

General employment held up well during the period with fine weather favouring industrial progress. Labour requirements for logging operations were relatively small.

Agriculture.—The harvest of the two principal Maritime crops, potatoes and apples, was completed. New Brunswick potato growers reported a bumper year and an adequate work force. A large portion of the tubers were being transported to Halifax and Saint John for shipment to South America and Cuba. Prince Edward Island potato growers were assisted by 800 men brought in principally from Cape Breton Island. This proved a very successful movement. Some of the men remained on the Island and an effort was being made to place others in New Brunswick at woods work, railway maintenance or construction, rather than have them return to their own area where opportunities were limited.

In the Annapolis Valley, approximately 500 men from outside points were supplied to assist in the picking and packing of an apple crop of about a million and one-quarter barrels.

Fishing.—Heavy catches of sardines were reported in the Bay of Fundy and cannery employees and fishermen had promise of continuing employment for some time.

Logging.—Maritime operators predicted a lower lumber cut this winter and a possibility of some marginal operators being forced out of business. This would leave the more stable and better equipped operators in the field. The prevailing international financial situation was reflected in an unsettled export market for lumber. However, it was not regarded as serious as new markets were being explored.

A heavy cut of pulpwood was anticipated, although the shortage of freight cars was causing increasingly serious hold-ups. It was feared that if the supply did not show marked improvement soon, there would be a widespread lay-off of cutters and handlers.

Mining.—General coal mining had shown considerable improvement, the larger companies reporting a marked falling off in absenteeism and only a few small local tie-ups. No difficulty was encountered in supplying the requirements of companies as they

arose except in the Minto area. The need there was for qualified pick miners.

A gradual increase in output was noticed throughout the region and Union officers were stressing the necessity of even greater production in order to qualify for the 40c per day increase as provided for in the working agreement.

Manufacturing.—Manufacturers had been affected by material shortages, mainly sheet metal and channels. In some cases these scarcities had been partially made up by purchases from other countries which had increased the cost of production considerably. The prevailing power shortage had also proved a severe hindrance. For example, production in the Saint John Sulphide Plant had been put on a part-time basis during the month and was expected to have an adverse effect on winter activity. The company was installing a turbine generator to produce their own power but it would not be in operation until the end of the year.

With the exception of a foundry in the New Glasgow area which was on strike, large steel manufacturing industries were working at full capacity and orders were on hand to keep them busy for several months. It was expected that 200 more men would be hired when a steel company in the Sydney area began the extension of their coke oven department.

Shoe factories were operating at a high level but it was expected that higher prices would reduce consumer demand.

Construction.—There was a noticeable tapering off in all branches of construction—the completion or cancellation of contracts, or material shortages, were responsible for the cut-back. The cement shortage had been acute in Nova Scotia.

Local offices reported an increase in the number unemployed, particularly the unskilled; there were also indications of further heavy lay-offs in November. In some areas there continued to be a brisk demand for carpenters, bricklayers and plasterers.

Quebec Region

The prolonged fine weather had delayed the seasonal decline in many industries. Logging was gaining momentum, 5,000 more men being in camps at the end of October than at the same time last year.

Agriculture.—Harvesting operations had been completed, reports indicating that yields were far below those of normal years. Fall ploughing was under way but was being

hampered by the exceedingly dry condition of the land.

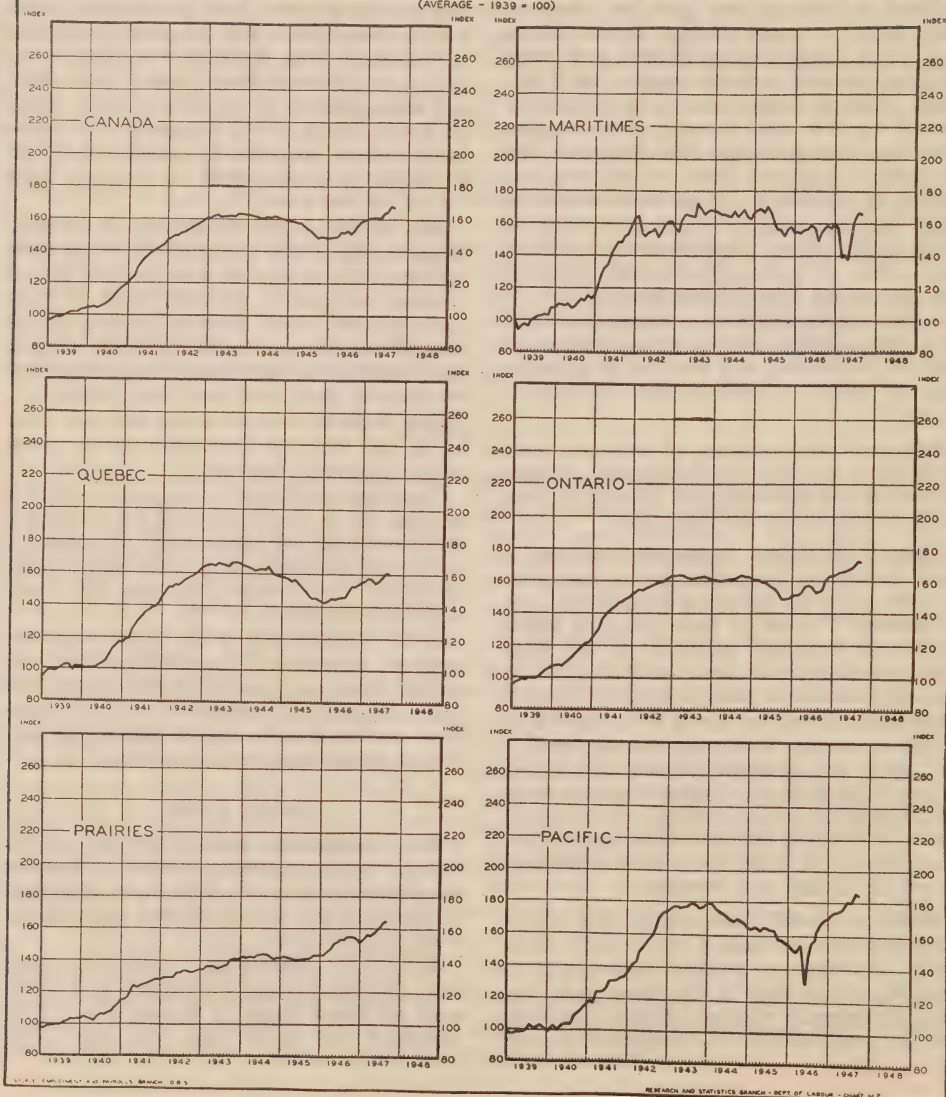
The movement of farmers to woods operations was taking place earlier than usual.

Logging.—Lumbering operations were very active, reporting adequate crews at most points. During October, 10,000 men were added to the number engaged in woods operations. At the end of the period there were 5,000 more men in the camps than at the same time last year.

Mining.—Prospecting had been carried on at a high level especially in the new Quebec-Labrador and Bachelor Lake areas. Producing mines in Western Quebec were in dire need of underground workers and were warmly supporting immigration into this industry. The Noranda Mines Ltd. had received close to 100 mine beginners during October which was expected to be a great help to them in a few months.

REGIONAL EMPLOYMENT TRENDS SEASONALLY ADJUSTED FROM 1939 TO 1947

(AVERAGE - 1939 = 100)



REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS OCTOBER 3
TO OCTOBER 30, 1947

(Source U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered During period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Prince Edward Island	547	114	676	513	910	26	727
Charlottetown.....	287	105	478	353	367	23	545
Summerside.....	260	9	198	160	543	3	182
Nova Scotia	3,002	1,214	5,839	4,105	2,127	221	8,785
Amherst.....	51	4	130	64	40	1	300
Bridgewater.....	21	28	143	28	2	3	188
Dartmouth.....	113	93	279	119	65	16	463
Glace Bay.....	106	2	380	290	101	4	772
Halifax.....	975	647	1,687	985	444	48	2,579
Inverness.....	17	.....	87	53	17	.....	147
Kentville.....	315	185	252	167	355	3	262
Liverpool.....	22	8	150	35	15	.....	226
New Glasgow.....	677	29	939	993	613	48	750
New Waterford.....	51	13	124	125	38	.....	312
North Sydney.....	52	16	184	80	32	9	202
Pictou.....	53	3	120	71	47	.....	154
Springhill.....	312	1	95	29	20	.....	237
Sydney.....	312	33	534	669	210	86	959
Sydney Mines.....	41	2	210	134	38	.....	351
Truro.....	159	140	297	226	80	3	233
Yarmouth Shelburne.....	15	10	278	37	10	.....	650
New Brunswick	3,941	3,736	3,936	2,245	1,393	180	3,930
Bathurst.....	25	168	128	18	6	.....	174
Campbellton.....	1,276	1,050	245	235	92	38	168
Edmundston.....	40	179	55	16	13	.....	75
Fredericton.....	207	169	202	182	135	1	125
Minto.....	41	56	61	50	55	.....	29
Moncton.....	920	897	1,709	853	553	50	1,408
Newcastle.....	169	155	62	36	16	.....	157
Saint John.....	900	728	1,209	652	362	90	1,617
St. Stephen.....	45	96	108	60	25	.....	113
Sussex.....	59	42	52	48	36	1	40
Woodstock.....	259	196	105	95	100	.....	24
Quebec	28,546	30,163	28,034	21,644	11,858	1,056	23,218
Asbestos.....	191	64	143	129	117	4	63
Beauharnois.....	131	23	201	136	132	.....	160
Buckingham.....	186	161	153	90	62	.....	121
Causapascal.....	77	205	23	4	3	.....	73
Chandler.....	502	572	26	10	.....	.....	76
Chicoutimi.....	2,350	2,168	353	297	220	.....	207
Coaticook.....	327	298	49	36	25	.....	44
Dolbeau.....	62	84	45	24	8	.....	72
Drummondville.....	249	101	401	257	165	.....	361
East Angus.....	104	56	169	85	67	.....	98
Farnham.....	52	139	98	23	15	.....	125
Granby.....	130	184	186	139	77	1	85
Hull.....	577	336	791	435	240	2	970
Joliette.....	264	281	266	178	86	8	279
Jonquiere.....	89	59	116	45	34	.....	152
Lachute.....	98	74	112	118	91	.....	134
La Malbaie.....	115	62	72	41	32	.....	114
La Tuque.....	1,179	1,299	79	68	57	.....	68
Levis.....	216	305	398	180	82	.....	648
Louiseville.....	45	68	64	29	27	.....	78
Magog.....	153	129	87	98	52	.....	84
Maltane.....	939	1,782	51	26	25	.....	53
Magantic.....	103	82	403	341	63	.....	47
Mount Laurier.....	368	242	36	31	18	.....	40
Montmagny.....	89	249	154	46	37	.....	95
Montreal.....	12,812	12,489	14,471	12,259	6,608	945	9,217
Plessisville.....	81	32	49	34	20	7	37
Port Alfred.....	119	345	49	20	15	.....	46
Quebec.....	1,827	1,036	3,227	2,337	1,029	10	4,589
Richmond.....	55	66	53	36	19	7	29
Rimouski.....	124	1,976	115	54	65	.....	114
Riviere du Loup.....	323	444	105	44	26	.....	189
Rouyn.....	686	508	666	409	262	.....	132
Ste. Agathe.....	103	173	123	92	67	.....	43
Ste. Anne de Bellevue.....	58	48	57	36	21	.....	66
Ste. Therese.....	128	152	172	126	120	.....	98
St. Georges de Beauce.....	48	88	103	73	39	24	74
St. Hyacinthe.....	148	176	299	206	107	4	393
St. Jean.....	249	263	567	282	181	.....	158
St. Jerome.....	239	85	362	238	182	.....	265
St. Joseph d'Alma.....	48	28	60	24	37	.....	76
Shawinigan Falls.....	204	43	547	343	254	.....	738
Sherbrooke.....	603	288	596	617	363	27	189
Sorel.....	208	79	284	186	139	.....	271

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS OCTOBER 3
TO OCTOBER 30, 1947

(SOURCE U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered During period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Quebec—Con.							
Thetford Mines.....	136	126	246	226	82	1	243
Three Rivers.....	415	207	739	694	197	16	1,403
Val d'Or.....	921	2,213	265	187	99		96
Valleyfield.....	186	97	335	185	132		438
Victoriaville.....	136	158	128	70	59		117
Ontario.....	49,579	44,952	45,579	41,683	23,185	3,115	27,735
Arnprior.....	71	304	163	291	291	1	38
Barrie.....	273	84	252	296	212		70
Belleville.....	277	190	423	385	132		386
Bracebridge.....	144	78	146	150	113		47
Brampton.....	90	162	79	58	34		53
Brantford.....	723	664	815	609	385	33	372
Brockville.....	92	35	292	147	114	10	206
Carleton Place.....	30	25	45	14	14		39
Chatham.....	421	219	544	453	284	48	230
Cobourg.....	81	28	112	90	74	6	46
Collingwood.....	95	46	99	91	57		72
Cornwall.....	616	158	704	641	406	28	493
Dunville.....	50	30	76	63	40		34
Fergus.....	32	73	37	33	24		8
Fort Erie.....	98	17	144	101	85	6	148
Fort Frances.....	212	448	121	115	85		49
Fort William.....	1,097	1,266	514	409	318	13	240
Galt.....	231	514	146	111	78		77
Ganouque.....	51	9	67	51	24	19	32
Goderich.....	173	200	103	87	64	4	48
Guelph.....	426	388	436	420	244		198
Hamilton.....	2,965	2,915	4,095	4,469	1,602	319	2,465
Hawkesbury.....	95	80	173	95	15		175
Ingersoll.....	71	80	64	64	57	2	23
Kapuskasing.....	27	486	57	46	37		10
Kenora.....	153	474	105	94	129		112
Kingston.....	670	236	796	784	474	11	587
Kirkland Lake.....	596	444	487	490	277	16	251
Kitchener—Waterloo.....	989	860	530	662	426	11	143
Leamington.....	93	22	309	113	41	18	250
Lindsay.....	91	35	168	121	75		104
Listowel.....	22	50	43	46	18		37
London.....	2,265	1,625	1,765	2,081	1,033	209	675
Midland.....	78	37	103	101	60		48
Napanee.....	57	34	89	67	48		65
Newmarket.....	55	65	72	57	21		54
New Toronto.....	545	453	707	521	353	1	432
Niagara Falls.....	516	174	626	571	350	6	339
North Bay.....	449	266	403	395	280	31	112
Orillia.....	148	85	209	175	98	17	179
Oshawa.....	826	369	1,211	979	636	18	1,261
Ottawa.....	1,892	963	2,697	1,729	797	125	3,296
Owen Sound.....	214	219	221	207	102	1	125
Parry Sound.....	68	23	81	54	45		50
Pembroke.....	447	358	378	300	227		114
Peterborough.....	122	58	197	142	114	4	71
Pictou.....	486	164	894	881	419		514
Port Arthur.....	47	21	77	49	31	2	44
Port Colborne.....	3,088	3,366	801	693	828		324
Port Hope.....	201	103	274	180	104	28	217
Prescott.....	89	94	33	75	71		17
Renfrew.....	24	25	29	17	9		44
St. Catharines.....	96	109	153	120	70		94
St. Thomas.....	989	422	1,393	1,024	546	17	888
Sarnia.....	270	216	339	315	139	4	199
Sault Ste. Marie.....	326	135	518	320	272	4	283
Simcoe.....	707	1,155	448	412	342		258
Sioux Lookout.....	131	258	176	162	103	1	74
Smiths Falls.....							
Stratford.....	178	71	208	220	150		90
Sturgeon Falls.....	266	211	294	309	114	78	139
Sudbury.....	100	59	134	125	83		55
Tillsonburg.....	1,677	1,628	1,137	1,011	1,124	69	652
Timmins.....	59	29	99	57	45		38
Toronto.....	1,099	1,463	758	653	551	32	448
Trenton.....	18,649	17,607	12,544	12,966	6,470	1,535	5,531
Walkerton.....	132	80	190	201	108		80
Wallaceburg.....	101	206	33	59	26		37
Welland.....	37	75	158	107	49	2	90
Weston.....	552	327	574	520	223	3	441
Windsor.....	260	267	350	267	128		174
Woodstock.....	1,362	241	2,836	1,905	675	382	3,059
	216	371	174	173	112	1	81

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS OCTOBER 3
TO OCTOBER 30, 1947

(SOURCE U.I.C. 751)

Office	Vacancies		Placements				
	Reported during period	Unfilled end of period	Regis- tered During period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Manitoba	7,126	5,125	9,394	7,839	3,055	1,409	6,142
Brandon.....	518	475	464	454	290	.....	337
Dauphin.....	94	126	273	213	86	1	147
Flin Flon.....	76	48	141	111	50	3	76
Portage la Prairie.....	137	92	200	136	63	1	177
Selkirk.....	27	11	50	30	26	.....	33
The Pas.....	90	94	58	41	41	2	43
Winnipeg.....	6,184	4,279	8,208	6,854	2,499	1,402	5,329
Saskatchewan	4,290	1,946	6,216	5,445	1,983	620	3,731
Estevan.....	84	40	73	66	57	.....	21
Moose Jaw.....	536	278	715	619	259	53	435
North Battleford.....	78	214	192	114	39	.....	199
Prince Albert.....	323	174	717	586	203	39	617
Regina.....	1,594	454	2,183	2,151	768	369	683
Saskatoon.....	1,170	426	1,721	1,444	469	153	1,356
Swift Current.....	118	75	138	115	40	1	121
Weyburn.....	144	103	141	140	70	3	82
Yorkton.....	243	182	336	210	78	2	217
Alberta	7,395	3,433	8,368	7,422	4,271	817	4,373
Black Diamond.....	9	2	10	7	7	.....	14
Blairmore.....	28	164	43	32	33	.....	32
Calgary.....	2,645	917	3,090	2,811	1,632	352	1,934
Drumheller.....	134	86	98	86	75	.....	44
Edmonton.....	3,502	1,485	4,237	3,745	1,926	443	1,940
Edson.....	268	191	89	81	113	.....	38
Lethbridge.....	411	233	476	408	315	13	226
Medicine Hat.....	216	170	185	132	61	5	112
Red Deer.....	182	185	140	120	109	4	33
British Columbia	11,046	3,678	20,168	12,041	7,086	868	17,105
Chilliwack.....	256	35	309	232	215	2	152
Courtenay.....	108	159	165	68	83	1	127
Cranbrook.....	276	169	167	182	117	.....	66
Dawson Creek.....	160	91	106	94	117	.....	33
Duncan.....	185	77	220	180	135	.....	128
Kamloops.....	136	72	177	100	174	.....	85
Kelowna.....	101	13	121	95	75	16	46
Nanaimo.....	155	109	249	188	122	6	198
Nelson.....	93	65	101	70	71	.....	89
New Westminster.....	554	173	1,342	616	289	38	1,673
North Vancouver.....	341	49	604	365	292	.....	569
Penticton.....	122	50	165	142	71	4	106
Port Alberni.....	248	53	344	251	124	3	189
Prince George.....	823	151	722	751	703	11	81
Prince Rupert.....	213	25	324	276	208	.....	226
Princeton.....	119	40	122	119	121	.....	18
Trail.....	202	64	323	286	307	.....	136
Vancouver.....	5,795	1,679	12,552	6,658	3,182	681	11,206
Vernon.....	135	104	246	152	98	6	170
Victoria.....	785	334	1,580	1,046	485	100	1,678
Whitehore.....	259	166	229	170	97	.....	137
Canada	115,772	33,461	128,210	102,937	55,868	8,312	95,746
Males.....	83,882	65,278	91,288	71,817	42,853	3,567	64,707
Females.....	31,890	28,183	36,922	31,120	13,015	4,745	31,039

The soapstone quarries were operating at full blast while the favourable weather lasts. Asbestos mines were working at capacity but with few men required.

Manufacturing.—Practically all the smaller saw mills were closed but larger ones would operate until freeze up. Newsprint production continued to show gains over the corresponding period of last year. The shortage of freight cars was beginning to be felt and there was a possibility of a temporary curtailment of activity.

Furniture factories, textile plants and clothing manufacturers were busy while shoe manufacturers continued to operate at reduced capacity. The Dominion Textile Co. had registered a need for 800 more employees, both men and women, to complete the second shift.

The heavy steel industry was forging ahead, and with an accumulation of orders on hand.

There was a large-scale lay-off at Canadair Ltd. It was thought unlikely that there would be further reductions in staff as they had enough work on hand to keep the present number of employees busy until February.

The shipbuilding industry was proceeding at an accelerated pace so as to complete and launch their ships before the St. Lawrence freezeup. It was thought that Canadian Vickers Ltd. would have enough work for outfitting gangs to continue throughout the winter.

The strike picture was still unsettled, the number of disputes terminated being offset by a measure of unrest and pressure for strike action in other industries.

Construction.—All branches of construction were at peak activity. Industrial construction was taking the lead over residential building. While many projects had been completed releasing substantial numbers of workers for other locations, a shortage of craftsmen persisted.

In many localities road work and bridge building was slowing down and lay-offs had started. However, these men were being readily placed. The shortage of cement had dogged progress throughout the season at many points.

Among the large contracts announced during the month were: a refinery in Montreal for the British American Oil Co. at approximately \$15,000,000; a chlorine plant for the Dominion Alkali and Chemical Co. Ltd. Beauharnois, \$4,000,000; a hospital at Macamic and a garage for the Montreal Tramways Co. each amounting to \$1,000,000. The widespread contracts planned, pointed to a heavy spring program.

Transportation.—Ocean shipping activities at Montreal had gained momentum towards the second half of the month. However, reports indicated that the actual number of ships using the port this year was slightly below last year's total. Lake shipping continued busy.

Companies engaged in highway transportation were operating at a high level with no let-up in sight. There were openings for experienced mechanics and transport drivers.

Ontario Region

In the manufacturing industry approximately 60,000 more persons were employed at the end of October than at the corresponding period last year. The extension of industrial activity was overtaxing the existing electric power supply which was in some measure restricting progress.

Agriculture.—With the exception of turnips, sugar beets and apples, harvesting had been completed and fall ploughing was under way. Fall wheat was showing excellent growth.

Farmers were uncertain about their livestock program for the winter due to increased grain prices and light crops. This was bringing

about a reduction in the demand for farm labour. There was, however, a continued interest in experienced hands, and in the employment of British immigrants.

Logging.—A noticeable decrease took place in the demand for pulpwood cutters, with fewer orders in clearance outside the region. Scalers were needed but no suitable applicants were available.

The labour demand for the logging industry was centred mostly in the Ottawa Valley and Sault Ste. Marie areas where about 770 bushmen were required. Some of the smaller operators were delaying the opening of camps until assured that qualified labour was available.

Mining.—Both base metal and gold mining operations presented a steady demand for miners and mine beginners. The former group had received some assistance from outside the region.

Manufacturing.—In most centres manufacturers were operating on full schedules, many of them putting on night shifts to increase their output. However, due to the prevailing high level of employment, additional help was not required in large numbers and requests were mostly confined to specialized personnel. It was expected that general unskilled help would be more plentiful as summer seasonal workers moved to manufacturing centres.

Manufacturers in iron and steel had reduced their overall number of vacancies reported, but foundries had continued their urgent request for labourers and moulders. In the Toronto area there was a marked decrease in the demand for skilled metal tradesmen while the need for semi-skilled and unskilled workers persisted.

The textile industry had placed heavy requests for day and night staffs, especially trained weavers, loopers and spinners. Orders for workers placed with employment offices in the Quebec Region were meeting with little success.

With the strike in the meat packing industry over, operators expected to reach peak production by November 1. It was estimated that Canada Packers and Swift Canadian would require all available skilled workers and about 400 unskilled workers to reach this objective.

Bench hands and cabinet makers were wanted in woodworking plants while lay-offs were being considered in rubber and leather products plants.

Construction.—The fine weather had benefited contractors of both industrial and residential building. A large number of projects had been closed in so that they could be completed during the winter months.

The demand for bricklayers, carpenters, plasterers and plumbers continued high, while the need for labourers was governed by the number of craftsmen available. There was a short supply of building materials especially cement, plumbing and electrical fixtures, and structural steel.

Considerable activity was taking place at the future power sites at Stewartville, Des Joachims, Griffith and Sault Ste. Marie.

Transportation.—Freight and express shipments were reported to have reached an all time high despite a shortage of box cars.

Prairie Region

Western Canada's harvest season was past with no apparent loss due to labour shortages. Many workers thus released were turning to other industries for winter employment.

Agriculture.—The harvest season was past without loss of crops, due in part to the greater movement of workers. There was a fair demand for farm hands for winter work but comparatively few applicants were available.

As the season's work was completed the Polish veterans employed in sugar beet camps were being directed to the placement offices in Winnipeg and Lethbridge for re-assignment.

Logging.—While harvest work was still available, the movement of men into logging camps was slow but was gaining momentum towards the end of the month. There were still many openings but several operators were becoming more specific in their requirements and were restricting the territory from which transportation was being advanced.

Some expansion was expected in pulpwood production in the Flin Flon and The Pas areas. More local manpower would likely be available in these areas this year owing to the decreased request for mining help. However, there would be very little activity in these areas or in the Northern Saskatchewan or Alberta camps until late November or December.

Fishing.—Fishermen at the Lakehead continued to report good catches and favourable marketing conditions. The fall season was over on Lake Winnipeg and nothing further would be done until ice conditions would permit.

Mining.—Base metal mining was slackening with the cessation of drilling operations at many points in the Port Arthur area. A few highly skilled persons and unskilled labourers were required at Steep Rock Iron mines. At Flin Flon the needs were being met by local applicants. The strike at the Sherritt Gordon mines, involving 400 workers, was still in

progress and the situation was reported to be tense.

Miners and muckers were required at gold mines in the Port Arthur area and it was expected that there would be a steady movement of men to the camps until freeze up closes air transportation. At Snow and Herb Lakes operations were under way with full crews and no demand for additional workers.

The salt development at Unity was closed down while considerable activity was reported at oil workings in the Turner Valley and Leduc-Calmar areas.

Coal mine operators continued to place orders at National Employment Service offices for certificated miners; many of these were filled by men returning from harvesting operations.

There was a noticeable trend towards mechanized mining and the labour requirements were showing yearly reductions. The prevailing shortage of box cars had forced several of the operators to close for a few days.

Manufacturing.—The termination of the meat packers strike resulted in a brisk attempt to replace staff losses so that the abnormally heavy run of livestock, which followed the re-opening of packinghouses, might be handled.

Grainhandling at the Lakehead terminal elevators was heavy, causing an increased demand for shovellers.

Sugar companies in the Lethbridge area reported that sufficient labour had been available to meet their needs. It was expected that processing would be completed by January, 1948.

Construction material production had continued busy owing to a prolonged fall season. Many were making plans to operate throughout the winter months. It was thought that the seasonal reduction in demand would enable manufacturers to catch up on the backlog of orders. The sash and door industry was still being handicapped by the scarcity of glass.

Foundries and machine shops were experiencing a shortage of skilled craftsmen while unskilled workers were in good supply.

Transportation.—Railway companies continued to list orders for track maintenance workers for outdoor work and skilled machinists and boilermakers for shops.

The navigation season on Lake Winnipeg was over while at Yellowknife, air transportation had been suspended until the ice was thick enough to land.

Pacific Region

The general outlook was darkened as the completion of seasonal work brought an influx

of workers to the larger centres. October marked the end of several large wage disputes and the return to work of over 2,000 persons after weeks of idleness.

Agriculture.—All areas reported that harvests had been successfully completed with practically no loss. In the Fraser Valley all ground produce, with the exception of the lily bulb crop which will continue for another two weeks, had been harvested. Labour demands were light and orders on hand were mainly for experienced dairy help.

In the Interior, fruit packing plants were finishing up the 1947 crop. It was expected that by the middle of November, 3,500 seasonal workers would be released. The Vernon area reported the largest honey crop in 25 years.

The Dominion-Provincial Farm Labour Service offices had been closed for the season and requirements were being directed through the National Employment Service.

Logging.—The labour situation in the logging industry had improved rapidly during the month and no major changes were anticipated. A surplus of unskilled and semi-skilled workers had materialized as men were arriving daily at the camps. It was also noticeable that turnover had decreased and labour was becoming more stable.

Bad towing weather on the coast had taken a heavy toll of log supplies but had not affected the flow of material to the mills. In the Northern Interior and Cranbrook areas soft roads were hampering log transportation and no additional men were being taken on until the frost set in. Nanaimo reported that all operators in that area were fully staffed.

Fishing.—Salmon canning was nearing the end, the largest pack in six years being recorded. The financial returns to the fishermen had been increased through the lifting of export restrictions on fresh fish going to the United States.

From a slow beginning, the season's catch of herring had reached proportions. The B.C. whaling industry which had been dormant since 1943 was preparing for operations in the early spring.

Mining.—All major gold mine operators reported a rapid increase in staff. A few companies had been forced to slow down the rate of hiring to prepare new working faces and to erect emergency accommodation. Gold placer mining in all areas had drawn to a close.

There was little demand for miners at base metal operations, many of the vacancies having been filled by seasonal workers. New mines and mills were being opened up near Alice Arm and Nelson which would require a substantial number of workers.

Coal production had continued to increase rapidly, the strip operations at Corbin being mainly responsible for this. However, it was expected that the output of these mines would be reduced with the advent of inclement weather. There was a shortage of certificated miners in the Fernie and Vancouver Island areas.

Manufacturing.—Sawmills were operating with a full complement of workers, the result of increased wages and the inflow of seasonal workers. A survey of the pulp and paper industry revealed that labour requirements had been met and a considerable surplus of manpower was available for replacements. The new Port Alberni pulp mill was in operation, a temporary power plant having been erected until the completion of the Elk Falls project. The mills at Powell River were building a large extension at the present site which will provide many additional permanent jobs.

Shipyards were relatively active although at some points showing the effects of the recent steel strike. Much of the work was for reconversion and repairs. Ship's joiners and marine electricians were in short supply.

Construction.—The demand for construction workers was tapering off generally throughout the region due to weather conditions and the decline in contracts for the renovation and erecting of private homes. The one exception to this was in the Port Alberni area where there was a constant demand for all skills. On larger projects difficulty was still being encountered in the procurement of certain materials such as fabricated steel, pipe, nails and electrical fixtures.

Vancouver, Prince George, Victoria and Vernon were laying plans for the erection of a substantial number of low rental homes. Large industrial construction continued to forge ahead while road work was falling off rapidly.

Transportation.—The most important development during the month was the complete cessation of all public transportation facilities in the cities of Vancouver, New Westminster and Victoria—approximately 3,000 employees were affected.

Deep sea shipping in Vancouver harbour had dwindled due to foreign embargoes, the lack of grain shipments and the shortage of dollar credits. Vacancies for merchant seamen were low while those for certified personnel continued high.

Cheaper and faster steamship runs to points in Alaska and the Yukon had been announced marking a new era in international coastal service.

Hours and Earnings, October, 1947

INDICATIVE of a return to more usual working conditions following the holiday season, the average working week in manufacturing industries was somewhat longer at the beginning of October than in September. The wages disbursed were also higher partly as a result of this factor, but also due to the payment of higher wage-rates in many industries and establishments.

The average hours worked in the plants from which information was received rose from 42.3 in the week of September 1, to 43.0 in that of October 1, as compared with 42.9 and 44.7 at October 1 in 1946 and 1945, respectively. A new maximum was indicated in the average hourly earnings in the period under review, when the general rate was 83.4 cents, as compared with 82.2 cents at September 1, 71.4 cents at October 1, 1946, and 67.8 cents at that date in 1945. This was the 18th month in succession in which the trend has been upward.

The wage-earners for whom data were available at October 1, earned a weekly average of \$35.86 before deductions for income tax, unemployment and other insurance contributions,

etc. The mean in the week of September 1 was \$34.77, while at October 1 in 1946 and 1945, the weekly averages were \$30.63 and \$30.31, respectively. The weekly wages of the hourly-rated wage-earners employed by the co-operating manufacturers at October 1 showed an increase of 17.1 per cent in comparison with the figure for a year earlier, and of 18.3 per cent as compared with October 1, 1945.

Statistics of hours and earnings were compiled by the Dominion Bureau of Statistics on the basis of information received from 6,374 leading manufacturers, whose staffs numbered 782,010 at October 1 as compared with 783,166 at the first of September. The reported working hours in the week of October 1 aggregated 33,647,408, exceeding by 1.5 per cent the total of 33,161,639 hours worked in the same plants in the week of September 1. The weekly wages paid by these firms to their hourly-rated personnel at the date under review amounted to \$28,072,844, as compared with \$27,270,384 in the week of September 1. The increase was 2.9 per cent.

TABLE 1.—AVERAGE HOURS AND EARNINGS OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	Average Hours worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	c.	c.	c.
Nov. 1, 1944.....	46.3	47.0	45.3	70.3	77.7	60.1
Dec. 1.....	46.3	46.9	45.5	70.5	77.9	60.4
*Jan. 1, 1945.....	39.6	39.7	39.5	70.0	77.1	60.9
Feb. 1.....	45.4	46.0	44.7	70.1	77.8	60.3
Mar. 1.....	45.8	46.5	45.0	70.1	77.8	60.3
*Apr. 1.....	43.6	44.2	42.7	70.4	78.0	60.9
May 1.....	45.5	46.2	44.5	70.5	78.2	60.9
June 1.....	44.3	44.7	43.9	70.3	77.5	61.4
July 1.....	44.3	45.0	43.3	70.1	77.0	61.2
Aug. 1.....	44.3	44.7	43.7	69.5	76.9	60.7
Sept. 1.....	44.1	44.2	44.0	69.2	76.5	60.9
Oct. 1.....	44.7	45.0	44.5	67.8	75.4	60.4
Nov. 1.....	44.9	45.3	44.6	67.5	74.8	60.6
Dec. 1.....	44.8	44.9	44.6	67.0	74.0	60.6
*Jan. 1, 1946.....	38.1	37.5	38.7	67.9	74.7	61.7
Feb. 1.....	44.1	44.4	43.8	68.1	75.2	61.3
Mar. 1.....	44.0	44.2	43.9	67.9	74.5	61.5
Apr. 1.....	44.4	44.6	44.2	68.4	75.1	61.8
*May 1.....	43.0	43.2	42.8	68.9	75.5	62.4
June 1.....	42.0	42.1	41.9	69.1	75.1	63.3
July 1.....	42.4	42.8	42.1	70.0	75.7	64.1
Aug. 1.....	43.0	43.2	42.8	70.0	75.8	64.4
Sept. 1.....	42.7	42.6	42.7	70.6	76.5	65.1
Oct. 1.....	42.9	42.8	42.9	71.4	77.8	65.7
Nov. 1.....	42.4	42.5	42.3	72.9	79.4	66.7
Dec. 1.....	43.2	43.2	43.2	74.5	81.8	67.6
*Jan. 1, 1947.....	38.1	38.0	38.1	76.3	83.3	69.4
Feb. 1.....	45.2	45.2	43.1	76.4	83.5	69.4
Mar. 1.....	43.4	43.6	43.2	77.1	84.2	69.9
Apr. 1.....	43.2	43.4	43.1	77.6	84.8	70.5
May 1.....	43.2	43.3	43.1	78.3	85.4	71.2
June 1.....	42.9	43.0	42.7	79.9	86.2	73.4
July 1.....	42.0	42.5	41.6	80.8	86.8	74.7
Aug. 1.....	42.5	42.6	42.3	81.3	87.7	74.8
Sept. 1.....	42.3	42.5	42.2	82.2	88.8	75.7
Oct. 1.....	43.0	43.5	42.6	83.4	90.4	76.3

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1, and by the Easter holidays in the case of April 1, 1945, and May 1, 1946.

Hours worked.—In the heavy manufactured goods industries, the co-operating plants indicated a total of 17,039,761 hours in the week of October 1, a figure which exceeded by 2.7 per cent the aggregate of 16,599,592 hours worked in the same factories in the week of September 1. Within this category, (in which the reported wage-earners rose by 0.3 per cent to a total of 391,716 at October 1), there were general increases in the working time. The gains in the iron and steel and non-ferrous metal divisions were particularly noteworthy, but other groups also shared in the upward movement in the aggregate hours.

The situation in the non-durable manufactured goods was seriously affected by the strike in meat-packing plants, in which the indicated hours fell in the month by 64.9 per cent, to 232,607 in the week of October 1. In spite of this important loss in working time, the aggregate hours reported in the larger factories turning out light manufactured goods rose by 0.3 per cent, from 16,562,047 in the week of

September 1 to 16,607,647 in that of October 1. In this broad division, the wage-earners for whom statistics were available at the latter date numbered 390,294, a decline of 0.6 per cent from the total indicated a month earlier.

Average hours in durable goods industries were 43.5 hours, as compared with 42.5 hours in the week of September 1, 1947, 42.8 hours in the week of October 1, 1946, and 45.0 hours in that of October 1, 1945. In the non-durable manufactured goods division, the reported hours averaged 42.6 in the week under review, as compared with 42.2 in that of September 1, 1947. In 1946 and 1945, the averages at October 1 were 42.9 and 44.5 hours, respectively.

Hourly Earnings.—The manufacturers furnishing data in the durable goods division indicated an average hourly rate of 90.4 cents at the date under review, as compared with 88.8 cents at September 1, 1947, 77.8 cents at October 1, 1946, and 75.4 cents at Octo-

TABLE 2.—AVERAGE WEEKLY SALARIES AND WAGES, OF HOURLY RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages	Average Weekly Salaries and Wages	Wages
Nov. 1, 1944.....	\$33.13	\$32.55	\$36.67	\$36.52	\$28.99	\$27.23
Dec. 1.....	33.29	32.64	36.83	36.54	29.23	27.48
*Jan. 1, 1945.....	30.11	27.72	32.77	30.61	27.05	24.06
Feb. 1.....	32.98	31.83	36.44	35.79	29.06	26.95
Mar. 1.....	33.50	32.11	37.04	36.18	29.46	27.14
*Apr. 1.....	32.48	30.69	35.78	34.48	28.73	26.07
May 1.....	33.51	32.08	36.98	36.08	29.58	27.10
June 1.....	32.81	31.14	35.76	34.64	29.48	26.95
July 1.....	32.91	31.05	36.02	34.65	29.33	26.50
Aug. 1.....	32.65	30.79	35.67	34.37	29.33	26.53
Sept. 1.....	32.51	30.52	35.58	33.81	29.60	26.80
Oct. 1.....	32.45	30.31	35.57	33.93	29.61	26.88
Nov. 1.....	32.55	30.81	35.60	33.88	29.84	27.03
Dec. 1.....	32.32	30.02	35.20	33.23	29.83	27.03
*Jan. 1, 1946.....	29.82	28.87	31.30	28.01	27.57	23.88
Feb. 1.....	32.29	30.03	35.23	33.39	29.69	26.85
Mar. 1.....	32.29	29.88	34.90	32.93	29.98	27.00
Apr. 1.....	32.69	30.37	35.34	33.49	30.30	27.32
*May 1.....	32.10	29.63	34.61	32.62	29.89	26.67
June 1.....	31.67	29.02	33.79	31.62	29.39	26.52
July 1.....	32.21	29.68	34.39	32.40	30.23	26.99
Aug. 1.....	32.53	30.10	34.62	32.75	30.68	27.56
Sept. 1.....	32.59	30.15	34.65	32.59	30.82	27.80
Oct. 1.....	33.06	30.63	35.43	33.30	31.08	28.19
Nov. 1.....	33.32	30.91	35.83	33.75	31.17	28.21
Dec. 1.....	34.43	32.18	37.15	35.34	32.07	29.20
*Jan. 1, 1947.....	32.23	29.07	34.40	31.65	30.29	26.44
Feb. 1.....	35.22	33.00	37.91	36.07	32.82	29.91
Mar. 1.....	35.69	33.46	38.48	36.71	33.17	30.20
Apr. 1.....	35.87	33.52	38.59	36.80	33.38	30.39
May 1.....	36.13	33.83	38.83	36.98	33.67	30.69
June 1.....	36.52	34.28	39.91	37.07	34.32	31.11
July 1.....	36.34	33.94	38.71	36.89	34.18	31.08
Aug. 1.....	36.85	34.55	39.26	37.36	34.65	31.64
Sept. 1.....	37.05	34.77	39.49	37.74	34.83	31.95
Oct. 1.....	37.92	35.86	40.90	39.32	35.20	32.50

The percentage changes in the figures of salaries and wages, and in those of the weekly wages shown in the table on page 4 nevertheless did not greatly differ. A comparison of the latest data with the averages indicated at Nov. 1, 1944, when the record commenced, however, shows considerably more variation in the increases; thus,

¹Exclusive of electric light and power.

• See footnote to table 1.

TABLE 3.—AVERAGE HOURS AND EARNINGS BY INDUSTRY
(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage- Earners ² Working Hours Shown in Col. 1
	Oct. 1 1947	Sept. 1 1947	Oct. 1 1946	Oct. 1 1947	Sept. 1 1947	Oct. 1 1946	Oct. 1 1947	Sept. 1 1947	Oct. 1 1946	
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Manufacturing	43.0	no.	no.	cts.	cts.	cts.	\$	\$	\$	no.
*Durable-manufactured goods.....	43.5	42.5	42.8	83.4	82.2	71.4	35.86	34.77	30.63	782,010
Non-durable manufactured goods.....	42.6	42.2	42.9	76.3	88.8	77.8	39.32	37.74	33.30	391,716
Animal products—edible.....	43.7	42.6	42.5	71.3	75.1	65.7	32.50	31.95	28.19	390,294
Dairy products.....	46.8	47.6	47.4	68.3	67.3	62.3	31.16	31.99	28.35	15,303
Meat products.....	42.7	40.7	40.9	83.9	83.0	72.2	35.83	32.03	29.55	6,328
Leather products.....	40.1	40.2	42.1	66.7	64.4	57.7	26.75	25.78	24.29	5,452
Leather boots and shoes.....	40.0	40.2	42.8	63.9	60.5	54.9	25.56	24.32	23.50	22,237
*Lumber products.....	42.6	41.8	43.7	76.9	75.7	67.7	32.76	31.64	29.58	13,780
Rough and dressed lumber.....	42.1	41.5	43.7	80.9	79.4	70.8	34.06	32.95	30.94	36,498
Containers.....	41.9	41.3	43.7	73.3	72.7	64.7	30.71	30.03	28.27	38,873
Furniture.....	43.7	42.6	44.1	72.2	71.1	64.1	31.55	30.29	28.27	8,112
*Musical instruments.....	45.0	45.1	47.9	69.7	67.9	58.7	31.37	30.62	28.12	12,829
Plant products—edible.....	41.3	40.4	42.8	66.7	65.8	58.3	27.55	26.58	24.95	57,360
Flour and other milled products.....	45.2	44.0	46.1	82.2	80.8	68.8	37.15	35.55	31.72	6,816
Fruit and vegetable preserving.....	40.0	36.3	42.8	64.2	62.0	55.9	25.68	22.51	23.93	23,242
Bread and bakery products.....	41.8	42.4	42.8	63.7	62.6	57.2	26.63	26.54	24.48	12,969
Chocolate and cocoa products.....	40.6	40.3	41.0	56.9	57.5	52.5	23.10	23.17	21.53	5,896
Pulp and paper products.....	46.0	46.0	46.1	92.3	92.0	79.7	42.46	42.32	36.74	84,642
Pulp and paper.....	49.7	50.2	50.0	99.4	99.4	84.9	49.40	49.90	42.45	44,487
Printing and publishing.....	43.2	42.1	42.8	73.4	72.4	61.6	31.71	30.48	26.36	16,770
Rubber products.....	40.9	40.7	41.5	90.1	88.7	81.3	36.85	36.10	33.74	23,385
Textile products.....	43.1	41.8	45.3	91.8	91.1	72.1	39.57	38.08	32.66	19,990
Thread, yarn and cloth.....	40.9	40.5	41.0	64.7	63.2	56.8	26.46	25.60	23.29	120,445
Cotton yarn and cloth.....	44.6	43.5	44.6	64.5	62.4	55.4	28.77	27.14	24.71	49,334
Woolen yarn and cloth.....	45.1	43.3	44.3	63.7	60.8	54.8	28.73	26.33	24.28	19,331
Silk and artificial silk goods.....	43.6	43.1	44.0	64.9	62.9	55.7	28.30	27.11	24.51	13,090
Hosiery and knit goods.....	45.0	43.8	46.7	65.3	64.4	55.6	29.39	28.21	25.97	13,169
Garments and personal furnishings.....	41.2	39.7	42.3	60.6	58.8	53.2	24.97	23.34	22.50	20,772
Tobacco.....	35.8	37.2	35.7	66.1	65.4	60.0	23.66	24.33	21.42	37,372
Beverages.....	43.2	43.3	43.1	66.6	63.3	56.3	28.37	26.02	24.27	7,702
Distilled and malt liquor.....	42.8	42.7	44.1	82.7	82.5	71.6	35.73	35.72	31.79	12,917
Chemicals and allied products.....	43.2	42.9	43.5	85.5	86.1	73.3	36.59	36.76	32.33	11,093
Drugs and medicines.....	40.9	40.3	41.1	84.1	83.4	80.1	36.33	35.78	30.62	24,561
*Clay, glass and stone products.....	45.0	43.7	44.1	82.6	81.8	70.6	37.17	35.75	31.13	3,943
Glass products.....	44.3	42.1	42.5	80.6	78.2	66.4	35.71	32.92	28.22	16,993
Lime, Gypsum and Cement products.....	46.4	46.1	46.1	82.2	81.7	73.1	38.14	37.66	34.44	5,643
*Electrical apparatus.....	41.4	40.3	41.1	88.0	86.7	73.1	36.43	34.94	30.63	4,144
Heavy electrical apparatus ¹	41.1	42.9	42.4	96.6	95.3	75.7	39.70	40.88	32.10	38,624
*Iron and steel products.....	44.0	43.0	42.5	94.9	93.3	82.2	41.76	40.12	34.94	9,618
Crude, rolled and forged products.....	45.3	45.4	42.9	97.8	95.4	81.4	44.30	43.31	34.92	31,803
Primary iron and steel.....	45.4	45.9	42.9	99.4	96.9	83.6	45.13	44.43	35.86	25,999
Machinery (other than vehicles).....	44.9	43.5	45.0	88.0	86.5	75.9	39.51	37.63	34.16	22,201
Agricultural implements.....	42.1	40.1	41.9	98.5	96.3	84.2	41.47	38.62	35.28	13,323
Land vehicles and aircraft.....	43.0	41.8	40.7	100.0	99.0	88.9	43.00	41.38	36.18	83,738
Railway rolling stock.....	43.3	43.0	42.8	95.2	94.6	84.8	41.22	40.68	37.84	37,700
Automobiles and parts.....	41.9	39.7	37.0	106.7	105.7	90.5	44.71	41.96	33.49	38,626
Aeroplanes and parts.....	47.1	46.1	44.1	91.7	90.3	87.3	43.19	41.63	38.50	6,727
Steel shipbuilding and repairing.....	46.5	45.8	43.6	95.3	94.0	84.5	44.31	43.05	36.84	21,367
Iron and steel fabrication n.e.s.....	43.6	42.8	42.7	91.4	88.1	81.6	39.85	37.71	34.84	8,127
Hardware, tools and cutlery.....	44.3	42.9	44.7	83.0	81.3	70.9	36.77	34.88	31.69	11,022
Foundry and machine shop products.....	43.2	41.8	44.0	92.8	91.5	80.1	40.09	38.25	35.24	6,513
Sheet metal work.....	43.2	41.9	43.4	85.1	83.1	72.0	36.76	34.82	31.25	12,252
*Non-ferrous metal products.....	43.5	42.5	43.8	92.3	89.5	77.5	40.15	38.04	33.95	37,628
Preparation of non-ferrous metallic ores.....	44.1	43.1	44.8	103.3	102.6	89.2	45.76	44.22	39.96	10,416
Aluminum and its products.....	44.3	44.1	44.5	92.5	85.1	77.3	40.79	37.53	34.40	10,453
Brass and copper mfg.....	42.8	41.3	41.3	88.0	86.6	73.6	37.66	35.77	31.66	9,488
Non-metallic mineral products.....	42.7	42.9	41.4	94.8	92.8	85.9	41.43	39.81	35.56	10,390
Petroleum and its products.....	43.4	41.9	39.3	103.5	101.6	95.4	43.88	42.57	37.49	6,259
Miscellaneous manufactured products.....	40.6	40.4	41.3	74.2	72.9	64.7	30.13	29.45	26.72	14,747
Mining	43.5	42.5	43.7	101.2	100.6	88.3	44.02	42.76	38.59	65,997
Coal.....	39.7	38.6	40.9	110.9	111.1	95.7	44.03	42.88	39.14	21,472
Metallic ores.....	44.9	44.2	45.5	103.3	102.6	89.2	46.38	45.35	40.59	32,348
Non-metallic minerals (except coal).....	46.2	44.8	45.3	80.9	80.2	70.5	37.38	35.93	31.94	12,177
Local Transportation¹	45.9	45.5	46.6	85.4	84.8	76.8	39.20	38.58	35.79	30,482
Building Construction	40.4	40.0	40.1	94.8	92.9	85.3	38.30	37.16	34.21	85,362
Highway Construction	38.9	39.6	38.2	72.6	71.5	65.8	28.24	28.31	25.14	48,918
Services (as indicated below)	42.5	42.4	42.7	54.8	53.5	48.3	23.29	22.68	20.62	34,149
Hotels and restaurants.....	43.3	43.3	43.5	53.4	52.2	47.5	23.12	22.60	20.66	22,712
Personal (chiefly laundries).....	40.8	40.6	41.2	57.7	56.2	49.8	23.54	22.82	20.52	11,434

¹The industries classed in the durable manufactured industries are indicated by an asterisk.

² Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows: Aug. 1, 1947, 181.2; Sept. 1, 1947, 180.8; Oct. 1, 1947, 183.3; Oct. 1, 1946, the index was 143.6. Chiefly street and electric railways.

³ For information respecting the sex distribution of the persons in recorded employment, see monthly reports on employment and payrolls.

ber 1, 1945. In the 12 months' comparison, the rise amounted to 16.2 per cent, and that in the 24 months' comparison, to 19.9 per cent. In this division, further advances were indicated in several branches of the lumber, clay, glass and stone, electrical apparatus, iron and steel and non-ferrous metal industries.

As already indicated, the situation in the light manufactured goods group was seriously affected by the strike of meat-packers; the hourly earnings in the division, at 76.3 cents, were nevertheless slightly above the September 1 mean of 75.7 cents, previously the maximum in the record of almost three years. At October 1, in 1946 and 1945, the averages were 65.7 cents and 60.4 cents, respectively. In the 12 months, the increase in the class of non-durable manufactured goods industries has amounted to 16.1 per cent, and that in the 24 months, to 26.3 per cent. In comparison with the September 1 figures, there were increases in a considerable number of groups, notably in leather, vegetable food, paper, printing and publishing, rubber, textiles, tobacco, chemicals, petroleum and other classes. There were widespread advances as compared with October 1 of last year.

Weekly Earnings.—The movements in the average earnings of salaried employees and wage-earners in the period commencing at November 1, 1944, and those in the weekly earnings of hourly-rated wage-earners, are given in Table 2; the latter figures are obtained by multiplying the average hourly earnings in the week of observation by the average hours worked in the same week. In manufacturing as a whole, there was a rise of 87 cents from September 1 in the weekly salaries-and-wages figure reported at the beginning of October, when the rise in the weekly wages paid to the hourly-rated staff of the same firms amounted to \$1.09; it will be recalled that the hours of work were higher at the date under review. In the heavy manu-

factured goods industries, the weekly salaries-and-wages figure advanced by \$1.41 at October 1, while the weekly wages in that category were higher by \$1.58 than at September 1. In the non-durable manufactured goods division, the average weekly earnings of the salaried and wage-earning personnel were increased by 37 cents as compared with September 1, since when the weekly earnings of the hourly-rated staffs of the co-operating establishments have risen by 55 cents.

Non-Manufacturing Industries

The proportion of wage-earners paid by the hour in the non-manufacturing industries are smaller than in the case of the manufacturing industries, with the result that records of hours worked are frequently not available for such persons. The representation in the non-manufacturing industries in the monthly statistics of man-hours and hourly earnings is therefore less than in the manufacturing division.

Little general change was shown at October 1 in the number of hourly-rated wage-earners on the staffs of the reporting *coal operators*, but following the vacation season, the aggregate hours worked in their establishments were higher, at 853,041, as compared with 829,044 in the week of September 1. The average hours were also higher, at 39.7 as compared with 38.6 in the preceding report. The latest average, however, was lower than that of 40.9 in the week of October 1, 1946. The average hourly rate at the date under review stood at 110.9 cents, being lower by one-fifth of a cent than the average indicated at September 1. At October 1 in 1946 and 1945, the means were 95.7 cents and 94 cents, respectively.

In the *metallic ores* division, there was a further decline in the number of wage-earners, together with a relatively smaller reduction in

TABLE 4.—AVERAGE HOURS AND EARNINGS BY PROVINCES AND CITIES

	Average Hours Worked			Average Hourly Earnings		
	Oct. 1 1947	Sept. 1 1947	Oct. 1 1946	Oct. 1 1947	Sept. 1 1947	Oct. 1 1946
Nova Scotia.....	43.9	44.2	42.1	76.5	76.7	67.3
New Brunswick.....	44.7	45.4	46.0	76.3	75.9	66.3
Quebec.....	44.9	44.4	44.9	75.7	74.4	66.5
Ontario.....	42.3	41.4	41.8	87.4	86.3	73.0
Manitoba.....	41.8	42.3	42.0	81.5	80.6	72.9
Saskatchewan.....	42.5	41.2	43.6	84.1	83.7	72.0
Alberta.....	41.7	41.9	41.5	81.5	80.5	73.0
British Columbia.....	39.2	38.1	40.5	100.1	98.4	87.1
Montreal.....	42.6	41.9	42.5	79.6	78.3	71.1
Toronto.....	40.8	40.1	40.5	87.6	86.0	74.1
Hamilton.....	42.2	41.4	41.8	90.2	88.9	72.0
Winnipeg.....	41.2	41.7	41.6	80.4	79.6	72.4
Vancouver.....	38.6	38.2	39.3	99.5	96.8	87.4

the hours worked, so that the average hours per man, at 44.9 were higher in the week of October 1 than in the week of September 1, when the mean was 44.2 hours. The average hourly earnings at the latest date stood at 103.3 cents, as compared with 102.6 cents at September 1. At October 1 in 1946, the indicated rate was 89.2 cents, and that in 1945, 86.1 cents.

In the miscellaneous *non-metallic mineral mining group*, the co-operating operators reported a decrease in the number of hourly-rated wage-earners, but the hours and the earnings were higher, in the aggregate and on the average. The latest hourly rate was 80.9 cents, the highest in the record. The September 1 mean was 80.2, while at October 1 in 1946 and 1945, the figures were 70.5 cents and 65.6 cents, respectively.

In the *local transportation group*, the number of hourly-rated wage-earners reported in the local transportation group (consisting mainly of street and electric railway employees), was rather smaller than at September 1, although the aggregate and average working hours were higher, as was the average hourly rate; this stood at 85.4 cents, as compared with 84.8 cents at September 1, 76.8 cents at October 1, 1946, and 70.5 cents at the beginning of October in 1945.

Statistics were received from 1,064 of the larger *building contractors*, whose hourly-rated wage-earners number 85,362 at the date under review, when the working hours of these persons were reported at 3,445,549, and their weekly wages, at \$3,267,718. In comparison with their figures at September 1 there was an increase of 1.4 per cent in the wage-earners, of 2.4 per cent in the indicated hours, and of 3.1 per cent in the weekly wages. The average hours rose from 40 in the week of September 1, to 40.4 in that of October 1, when the

average hourly rate was 94.8 cents, as compared with 92.9 cents a month earlier. At October 1 in 1946 and 1945, the averages were 85.3 cents and 81.4 cents, respectively. In regard to the rates in the building industry, it will be recalled that large numbers of unskilled and casual workers are employed therein, as well as many skilled tradesmen at high rates of pay.

In the *highway construction and maintenance group*, the reported number of wage-earners showed a decrease. The aggregate and average hours were also lower, as was the reported total of weekly wages; on the other hand, the average hourly rate advanced from 71.5 cents in the week of September 1, to 72.6 cents in that of October 1, 1947; the average was then higher than that of 65.8 cents at October 1, 1946, also exceeding the October 1, 1945, mean of 63.1 cents.

Seasonal curtailment in operations was indicated by the 307 co-operating *hotels and restaurants*, in which the hourly-rated employees declined from 23,624 at September 1 to 22,712 at October 1, when the average working time was unchanged, at 43.3 hours. The average hourly rate, however, was slightly higher, rising from 52.2 cents at the week of September 1, to 53.4 cents at that of October 1. The latter figure also exceeded the October 1, 1946, mean of 47.5 cents, and that of 41.8 cents at October 1, 1945.

In the *laundries and dry-cleaning division*, the reporting firms employed a rather larger number of wage-earners, whose hours of work averaged 40.8 in the week of October 1, as compared with 40.6 in the week of September 1. The average hourly earnings also increased, from 56.2 cents at that date, to 57.7 cents at October 1, as compared with 49.8 cents in the week of October 1, 1946; at October 1 in 1945, the average was 48.3 cents.

Wage Rates, Hours and Working Conditions in the Meat Products and the Edible Plant Products Industries, 1946¹

THE information in this article on the Meat Products Industry and on the Edible Plant Products Industries was prepared from data on wage rates, hours and working conditions obtained in the general annual survey made by the Department of Labour in 1946. The Edible Plant Products group includes four manufacturing subdivisions, namely, Flour Milling, Bread and Cake Baking, Biscuits, and Confectionery.

In the 1946 survey, employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework during the last pay period prior to October 1, 1946. They also reported on certain other conditions of work,² such as hours, overtime, vacations with pay, sick leave, Sunday work, and the number of workers under collective agreement in each establishment. The total number of workers in each establishment, including both plant and office staffs, was also obtained.

Since the annual report containing the results of this survey, entitled *Wage Rates and Hours of Labour in Canada, 1946*, is being published at approximately the same time as this issue of the *LABOUR GAZETTE*, the present article does not include the detailed data on wages which appears in the report, but deals mainly with working conditions.

¹ Comparable information on the Electrical Products Industry was published in the November issue of the *LABOUR GAZETTE* (p. 1722); on the Automobile Parts and Accessories and Agricultural Implements Industries in the October issue (p. 1532); on the Lumber and Lumber Products Industries in the September issue (p. 1374); on the Rubber Products Industry and the Motor Vehicles Industry in the August issue (p. 1164); on the Pulp and Paper Products Industry and the Brewery Products Industry in the July issue (p. 988); and on the Construction and Steam Railways Industries in the June issue (p. 890).

² Information on provincial legislation pertaining to annual vacations with pay, maximum hours of work and minimum wages is contained in an annual publication, "Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages, and Workmen's Compensation", by the Legislation Branch of the Department of Labour.

Meat Products Industry

Average wage rates in this industry in 1946 were 65.4 per cent higher than comparable rates in the base year, 1939, and about 18 per cent higher than in 1945. The increase in 1946 following the relaxing of controls was greater than in any of the war years and followed a period of relative stability resulting from the establishment of wage and price ceilings toward the end of 1943. The index for this industry in 1943 had advanced nearly 14 per cent from the level in 1942.

The movement of the index calculated on the base of rates in 1939 as 100 is as follows:—

Year	Index
1939.....	100.0
1940.....	103.2
1941.....	112.7
1942.....	119.0
1943.....	135.1
1944.....	137.3
1945.....	141.0
1946.....	165.4

Table I shows the distribution of plants and employees, male and female, by province or region for the pay period covered in 1946.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEAT PRODUCTS INDUSTRY, 1946

	Canada	Maritime Provinces	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Columbia
Total Establishments.....	81	4	15	26	9	7	9	11
Employees:								
Male.....	18,107	346	2,720	5,032	4,674	1,521	2,693	1,121
Female.....	4,513	82	532	1,169	1,216	354	836	324
Total.....	22,620	428	3,252	6,201	5,890	1,875	3,529	1,445

Returns from 81 establishments were used in compiling the statistics in this survey. These employed a total of approximately 22,500 workers of whom about one-fifth were female. One-half of the plants were located in Ontario and Quebec. More than 80 per cent of the plants reported fewer than 400 workers each and accounted for only 31 per cent of the total in all the plants. Six large establishments, of more than 1,000 workers each, employed 44 per cent of the total.

Collective Agreements.—Fifty-eight per cent of the 81 plants reported collective agreements with their employees or with organizations representing them.

More than one-half of the plants in each area other than the Maritimes and Ontario reported having collective agreements. Eleven of the 26 Ontario plants and one of the four in the Maritimes stated that they had agreements.

The number of workers covered in each area varied from 52 per cent in the Maritimes to 84 per cent in Alberta and the Canada figure represented 74 per cent of the total employment.

Standard Hours of Work, Table II.—Daily hours were not worked according to the usual pattern in industry and have not been shown in the tabulation. A number of plants reported working only one-half day on Wednesday rather than on Saturday and others normally worked on Sunday instead of Saturday.

Weekly hours varied between 44 and 55. More than ninety per cent of the workers were employed in plants which reported a standard week of either 45 or 48 hours.

The five-day week was reported by only 17 plants. The 64 plants on a six-day week

employed 76 per cent of the workers. The majority of the establishments worked on the basis of a week of 5½ days, only six stating definitely that their employees worked eight hours, six days per week.

Overtime Rates of Pay, Table III.—About sixty per cent of the plants reported a rate of time and one-half for overtime work after daily hours. These employed 92 per cent of the workers in the plants covered in the survey. About 13 per cent of the plants reported straight-time rates for overtime work after daily hours. Of the plants reporting rates for overtime work on Sundays and holidays, approximately two-thirds reported double, about one-quarter reported time and one-half and a few reported straight-time rates.

Vacations with Pay, Table IV.—Reports from all of the plants with one exception showed a vacation of one week, usually after a service of one year, and in a few cases after six months. In 15 plants the length of service was not specified and in 24 the vacation did not exceed one week. In 28 others the maximum vacation was two weeks after a service ranging from six months in one plant to 10 and 13 years in two others; in 10 cases the service requirement was one year and in nine others five years. Twenty-eight of the plants reported three weeks paid vacation after a service requirement ranging from 10 to 25 years.

Sick Leave with Pay.—Fifty-three establishments reported some provision for sick leave with pay. In most instances the provision was at the discretion of the management. Sixteen reported some provision for salaried

TABLE II.—STANDARD OR NORMAL WEEKLY HOURS FOR MALE PLANT EMPLOYEES IN THE MEAT PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Columbia
(a) Establishments on five-day week.								
44.....	2							2
45.....	12		1	4	3	2	2	
47½.....	1			1				
8.....	2			2				
Total.....	17		1	7	3	2	2	2
(b) Establishments on six-day week								
44.....	11	1		1			1	8
45.....	14	1		3	3	3	4	
47½.....	3		1		1			1
48.....	27	1	10	11	1	2	2	
50.....	7	1	2	3	1			
54.....	1		1					
55.....	1			1				
Total.....	64	4	14	19	6	5	7	9

or office workers only; eight stated it was according to length of service and three reported group insurance benefits.

Shift Work.—There is not much shift work in this industry other than necessary engineer, power and maintenance crews which usually work on rotating shifts.

Ten plants reported a total of 460 men and 70 women on the second shift of two-shift operations connected with actual production. They all reported a wage differential of five cents per hour, six establishments indicating that the differential was applicable only between the hours of 6 p.m. and 6 a.m. Another two plants did not report the number

of employees on shift work but stated that hours were variable dependent on the work to be done; one plant reported a night bonus of 50 cents and the other a premium of five cents per hour between 6 p.m. and 6 a.m.

Five establishments had three-shift operations in some production departments. Eighty men and 70 women were reported on second shift and 120 men and 60 women were on third. The wage differential was five cents per hour in four cases, three of which stated the applicable period was after 6 p.m. The fifth establishment worked ten-hour shifts, gave a night bonus of 55 cents and paid time and one-half after nine hours.

TABLE III.—OVERTIME RATES OF PAY FOR PLANT EMPLOYEES IN THE MEAT PRODUCTS INDUSTRY, BY ESTABLISHMENTS, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	73	73	8	81	81
<i>Straight Time</i>					
Canada.....	11	9		7	8
Maritime Provinces.....	2	2		1	1
Quebec.....	2	2		2	2
Ontario.....	5	4		4	5
Saskatchewan.....	1	1 ⁽¹⁾			
British Columbia.....	1				
<i>Time and One-Half</i>					
Canada.....	50	51	8	13	13
Maritime Provinces.....	2	2		1	2
Quebec.....	10	10	3		1
Ontario.....	12	12	2	4	3
Manitoba.....	7	7	1	3	1
Saskatchewan.....	4	4	2 ⁽²⁾	3	3
Alberta.....	8	8		1	2
British Columbia.....	7	8		1	1
<i>Double Time</i>					
Canada.....				34	38
Maritime Provinces.....				1	1
Quebec.....				7	7
Ontario.....				7	9 ⁽³⁾
Manitoba.....				5	7
Saskatchewan.....				2	2
Alberta.....				6	6
British Columbia.....				6	6
<i>No Overtime Information</i>					
Canada.....	12	13		27	22

⁽¹⁾ This plant reported a five-day week and paid time and one-half after 1 p.m.

⁽²⁾ One plant reported this rate for those earning under \$35 per week; straight time was paid to those earning over \$35.

⁽³⁾ One establishment reported giving holiday pay plus regular rate for hours worked.

TABLE IV.—VACATIONS WITH PAY FOR MALE PLANT EMPLOYEES IN THE MEAT PRODUCTS INDUSTRY, 1946

NOTE.—Of the 81 plants covered in the analysis, one stated its vacation policy had not yet been established.

Length of Service Required	Initial Vacation • of One Week	Maximum Vacation		
		One Week	Two Weeks	Three Weeks
<i>No Specified Service</i>				
Canada.....	15 ⁽¹⁾	1	1	
Maritime Provinces.....	2			
Quebec.....	2	1		
Ontario.....	2			
Saskatchewan.....	5			
Alberta.....	2			
British Columbia.....	2		1	
<i>Six Months</i>				
Canada.....	5	2	1	
Maritime Provinces.....			1	
Quebec.....	1	1		
Ontario.....	1	1		
Saskatchewan.....	2			
British Columbia.....	1		1	
<i>One Year</i>				
Canada.....	60	21	10	
Maritime Provinces.....	2	1	1	
Quebec.....	12	5	1	
Ontario.....	22	12	1	
Manitoba.....	9	1		
Saskatchewan.....			5	
Alberta.....	7		1	
British Columbia.....	8	2	1	
<i>Two Years</i>				
Canada.....			4	
Alberta.....			3	
British Columbia.....			1	
<i>Five Years</i>				
Canada.....			9	
Quebec.....			2	
Ontario.....			2	
Manitoba.....			4	
British Columbia.....			1	
<i>Ten and Thirteen Years</i>				
Canada.....			2	1
Ontario.....			1	1
Manitoba.....			1	
<i>Fifteen Years</i>				
Canada.....				4 ⁽²⁾
Quebec.....				2
British Columbia.....				2
<i>Twenty Years</i>				
Canada.....				22 ⁽³⁾
Maritime Provinces.....				1
Quebec.....				2
Ontario.....				7
Manitoba.....				3
Saskatchewan.....				2
Alberta.....				5
British Columbia.....				3
Total Establishments.....	80	24	28	28 ⁽⁴⁾
		80		

(1) Fourteen reported two weeks after no specified time, six months or, in 12 cases, one year.

(2) Two weeks after five years.

(3) All but one plant gave intermediate vacations of two weeks; after two years in four cases and after five years in seventeen.

(4) Includes one plant reporting length of service at 25 years.

Edible Plant Products

The 1946 wage rate index for the Edible Plant Products group, based on average rates in 1939 as 100, was 153.0 which approximates

the general average index of 155.2 for Canada. Annual indices for each industry and for the group as a whole are as follows:

Year	Edible Plants Products	Flour	Bread and Cake	Biscuits	Confectionery
1939.....	100.0	100.0	100.0	100.0	100.0
1940.....	102.9	103.1	102.9	103.5	101.9
1941.....	115.0	113.9	115.5	114.4	114.5
1942.....	122.5	121.5	123.9	121.8	118.2
1943.....	130.0	133.3	128.9	131.9	130.0
1944.....	134.2	135.0	134.3	135.8	131.8
1945.....	139.4	139.2	139.0	142.0	139.0
1946.....	153.0	153.1	152.6	159.2	148.7

The upward trend of wage rates in these four industries was a reflection of the general movement since the outbreak of war. As shown in the table, the index for the Biscuit Manufacturing Industry in 1946 recorded the greatest advance both as compared with the previous year and with 1939 while the index for the Confectionery Manufacturing Industry showed the smallest advance over both years. The former was 12.1 per cent higher in 1946 than in 1945 and the latter 6.8 per cent.

The Flour Milling Industry

This study was made from returns from 37 mills employing more than 4,500 workers in 1946. Sixteen of these mills were in Western Canada, 17 in Ontario and four in Quebec. As shown in Table I, about 45 per cent of the workers were employed in Western mills, 39 per cent in Ontario and 16 per cent in Quebec.

Twenty of the 37 mills employed less than 100 workers each and averaged slightly more than 42 workers per mill. Six mills, employing between 230 and 600 workers each accounted for 46 per cent of the total workers covered in the survey.

Collective Agreements.—Sixteen mills reported 2,700 employees under some form of collective agreement. Twelve of the 16 were in Western Canada and reported 1,500 workers under agreements with national or international labour organizations. Employees of one mill in Ontario and of one in Quebec were covered by agreements with international organizations. In the remaining two, one in Quebec had an agreement with a national union and the other in Ontario an agreement with an employees' association.

Standard Hours of Work, Table II.—Standard weekly hours ranged from 44 to 55

and only in three mills did the weekly hours exceed 48; in two other mills they were 44. Thirty-two mills, working a 48-hour week and employing 87 per cent of the workers, were covered in the survey.

All of the mills whose returns were studied in this analysis reported a six-day week, 30 of them reporting a full eight-hour day on Saturday. In two mills, the employees regularly worked five and six extra hours respectively on Saturday for which they received overtime pay.

Overtime Rates, Table III.—All but eight of the plants reported paying time and one-half after either daily or weekly hours. These eight either reported straight-time rates or, in one case, gave no overtime information.

With reference to Sunday overtime, 21 plants reported a rate of time and one-half, three reported double time and 13 gave no information. On holiday overtime, eight reported double time, 17 gave time and one-half and 12 reported either straight time or gave no information.

Vacations with Pay, Table IV.—The majority of the plants reported a paid vacation of one week after one year of service. Eleven exceeded this provision either by giving one week after six months in two cases, or by providing ten days to two weeks after a year of service in nine other instances.

In 13 of the 37 plants, one week was the maximum vacation reported while the remaining plants gave two weeks after from one to ten years of service and three of these also reported giving three weeks after 25 years.

Sick Leave with Pay.—Some provision for sick leave with pay was reported by 22 plants. Five had group insurance schemes for their hourly-paid workers, to which both the company and the employees contributed. This

provided payment of \$6 per week in one mill, partial payment of wages in another and in two others, two-thirds of their regular pay plus partial payment of hospital and doctor bills. Three plants stated there were no deductions for ordinary sick leave and several others reported sick leave with pay in the case of salaried or office workers. Time allowed was from three days in one case up to one month for regular employees in another. Two reported half time for permanent employees.

Shift Work.—Five mills reported a total of 60 men and 30 women on the second shift of a two-shift operation. One of the plants reported paying a wage differential of two cents per hour.

Thirty plants reported some three-shift operations with a total of 450 men and 15 women on the second shift and 420 men on the third. No differential was reported for the great majority of these but a few on the second shift were paid an extra three cents per hour and on the third, five cents.

The Bread and Cake Baking Industry

Returns from 179 establishments across Canada, employing about 13,600 workers during the survey period in 1946, were used in compiling data on this industry. Employment was less than 200 in 163 of the establishments, and these included 60 per cent of the total employment in the industry. The distribution of plants and workers is shown in Table I.

Collective Agreements.—Sixty-three plants reported 5,400 employees under collective agreements. Of these, 220 workers in three of the plants were covered by agreements with local employees' associations only. Twenty-one of the 60 plants with union affiliations were located in the Prairie Provinces, sixteen were in Quebec, eleven in Ontario and twelve in British Columbia.

Standard Hours of Work, Table II.—In this industry, daily working hours are generally irregular. Wage rates are reported on a weekly basis and employees go off duty when their

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE FLOUR MILLING INDUSTRY, 1946

	Canada	Quebec	Ontario	Western Canada
Total Establishments.....	37	4	17	16
Employees: Male.....	4,118	686	1,676	1,756
Female.....	418	17	90	311
Total.....	4,536	703	1,766	2,067

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR PLANT EMPLOYEES IN THE FLOUR MILLING INDUSTRY, BY ESTABLISHMENT, 1946

Standard Hours	Canada	Quebec	Ontario	Western Canada
WEEKLY				
44	2			2
48	32	1	17	14
54	2	2		
55	1	1		
Total Establishments.....	37	4	17	16
DAILY				
Monday to Friday				
8	2			2
8	31	1	16	14
8½	1		1	
10	2	2		
10	1	1		
Total Establishments.....	37	4	17	16

TABLE III.—OVERTIME RATES FOR PLANT EMPLOYEES IN THE FLOUR MILLING INDUSTRY, BY ESTABLISHMENT, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	27	27	10	37	37
<i>Straight Time</i>					
Canada.....	7	7			2
Ontario.....	4	4			1
Western Canada.....	3	3			1
<i>Time and One-Half</i>					
Canada.....	19	18	10	21	17
Quebec.....	3	3	1		1
Ontario.....	5	4	7	9	7
Western Canada.....	11	11	2	12	9
<i>Double Time</i>					
Canada.....				3	8
Quebec.....				2	2
Ontario.....					2
Western Canada.....				1	4
<i>No Overtime Information</i>					
Canada.....	1	2		13	10

TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE FLOUR MILLING INDUSTRY, BY ESTABLISHMENTS, 1946

Length of Service	Initial Vacation of One Week	Maximum Vacation	
		1 Week	2 Weeks
<i>No Specified Period</i>			
Canada.....	9 ⁽¹⁾		
Quebec.....	1		
Ontario.....	1		
Western Canada.....	7		
<i>Six Months</i>			
Canada (Ontario only).....	2	2	
<i>One Year</i>			
Canada.....	26	11	8
Quebec.....	3	2	1
Ontario.....	14	9	1
Western Canada.....	9		6
<i>Two Years</i>			
Canada (Western Canada only).....			6
<i>Three Years</i>			
Canada (Western Canada only).....			1
<i>Five Years</i>			
Canada.....			7
Quebec.....			1
Ontario.....			3 ⁽²⁾
Western Canada.....			3
<i>Ten Years</i>			
Canada (Ontario only).....			2 ⁽³⁾
Total Establishments.....		13	24
	37	37	

⁽¹⁾ One plant reported 10 days' vacation with pay and the remainder gave two weeks after one year of service.

⁽²⁾ One plant reported three weeks' vacation with pay after 25 years.

⁽³⁾ These plants reported three weeks' vacation with pay after 25 years.

allotted daily work is completed. The table, therefore, gives weekly hours only.

The majority of establishments reported operations on the basis of a six-day week from Sunday to Friday inclusive. Standard weekly hours ranged from 40 to 60 with the great majority of plants stating their normal week was 48 hours. Approximately 9,000 of the workers were employed in the plants reporting a 48-hour week.

Overtime Rates, Table III.—Time and one-half was the most common rate reported in this industry for overtime after daily or weekly hours, with the majority of plants reporting this rate only after normal weekly hours had been worked. Reports from about one-quarter of the plants showed straight-time rates for overtime work while many others did not give information for such work. A double-time rate for overtime work was not common in this industry in 1946.

Vacations with Pay, Table IV.—Vacations with pay of at least one week were provided in practically all cases after one year or less of service. In a few instances, paid vacation of less than one week was reported for service of less than one year.

Slightly more than half the establishments provided for two weeks of vacation, usually after one year of service. Eighteen plants provided two weeks after two years' service and eighteen others after five years. Eight Ontario establishments had a ten-year service requirement for the same vacation period.

Sick Leave with Pay.—Seventy-nine establishments reported various types of sick payment benefits. Quite a few plants had Group Insurance schemes to which both employer and worker usually contributed, and participation was at the employee's option. One plant reported that pay was not stopped when employees were sick while others paid for sick leave of from four days to one week per year. Service required for payment varied in some instances from three months to one year; one plant gave one week with full pay and two weeks at half pay after one year of service with privileges extended to four weeks with full pay and eight weeks at half pay after five years.

Payment was confined in several cases to salaried employees only, while another stated salesmen were allowed seven days per year. Three plants reported sick benefits under an employees' social club.

Shift Work.—Seventy plants reported a certain amount of shift work during the survey period in this industry. Of these, five gave no definite information on the number of workers involved, either stating they worked staggered shifts or as in one case that they worked in groups for eight hours at a time, all work ending at midnight.

A total of approximately 440 males and 90 females were reported by 51 plants on the second shift of their two-shift operations. Twenty-five plants had three-shift work in some of their departments and included a total of 320 men and 40 women on the second

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE BREAD AND CAKE BAKING INDUSTRY, BY REGION, 1946

—	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Columbia
Total Establishments	179	6	7	21	81	8	16	19	21
Employees: Male.....	10,474	148	222	2,131	5,452	639	398	562	922
Female.....	3,092	99	109	403	1,561	189	146	246	339
Total.....	13,566	247	331	2,534	7,013	828	544	808	1,261

TABLE II.—STANDARD OR NORMAL WEEKLY WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE BREAD AND CAKE BAKING INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Mani- toba	Saskat- chewan	Alberta	British Columbia
Total Establishments.....	179	6	7	21	81	8	16	19	21
40 hours.....	11				1				10
42 and 43½.....	2				1			1	
44.....	14	2	1						11
45.....	3			1					
46 and 47.....	8				2	6			
48.....	107		2	6	70	2	11	16	
50.....	9	1		1	2	2	5		
51 and 52.....	5	1			2			2	
54.....	10	1	4	5					
56 to 60.....	10	1		8	1				

shift and 250 men and 20 women on the third shift.

Only one establishment reported paying a wage differential of five cents per hour to eight men on the third shift, while six other plants paid the same differential to a total of 25 men and 25 women on the second shift.

The Biscuit Manufacturing Industry

Returns from 31 establishments in 1946 were analysed in this industry. Table I gives the regional distribution of establishments as well as employees, of whom more than half were women. Most of the plants are in Ontario and Quebec and these employed 77 per cent of the total workers.

Eighteen plants, employing 44 per cent of the total number of workers, reported fewer than 100 workers each. The largest plant from which a return was received employed slightly more than 500 workers in the survey period.

Collective Agreements.—Ten plants, six of which were in Ontario and Quebec, reported a total of 1,900 employees, or about 50 per cent of the total number covered, under collective agreement. More than half of these employees were in three plants which reported agreements with employees' associations.

Hours of Work, Table II.—This table shows that standard hours ranged from 43½ per week to 55 hours. The majority of plants reported

TABLE III—OVERTIME RATES FOR PLANT EMPLOYEES IN THE BREAD AND CAKE BAKING INDUSTRY, BY ESTABLISHMENT, 1946

NOTE—Since many plants in this industry work on Sunday instead of Saturday, the rates given for both Saturday and Sunday overtime may refer either to overtime worked after daily hours on a regular work day, or overtime required on their off-day.

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Total Establishments.....	123	123	56 ^[1]	179	179 ^[2]
<i>Straight Time</i>					
Canada.....	41	39	25	27	28
New Brunswick.....	1	1	1	1	1
Quebec.....	6	5	2	3	3
Ontario.....	34	33	17	23	24
<i>Time and One-Quarter</i>					
Canada.....	1	1	1	1	1
Ontario.....			1		
Manitoba.....	1	1		1	1
<i>Time and One-Half</i>					
Canada.....	38	33	49	33	35
Nova Scotia.....	3	3	1	2	2
New Brunswick.....	3	1	2	1	1
Quebec.....	1	1	5	1	
Ontario.....	2	1	17 ^[3]	5	4
Manitoba.....			7	5	4
Saskatchewan.....	4	4	10	3	6
Alberta.....	13	13	5	6	12
British Columbia.....	12 ^[4]	10	2	10	6
<i>Double Time</i>					
Canada.....	1	1		5	13
Nova Scotia.....				1	1
Ontario.....	1	1		3	6
Saskatchewan.....					1
British Columbia.....				1	5
<i>No Overtime Information</i>					
Canada.....	42	49		113	100

^[1] Includes six plants paying a straight hourly rate of from 60 to 75 cents, one of these giving it to night shift only.

^[2] Includes two plants paying double time and one-half.

^[3] One plant based their overtime on a two-week period of 96 hours.

^[4] Three plants, two of which were on a 40-hour week, paid double time after 44 hours per week.

a normal week of 54 hours but there were more workers in the five plants which reported the 47½ to 48-hour week.

Nine plants, of which six were in Ontario, reported 1,600 employees working five days per week. This was more than one-third of all

the workers covered. The six-day week was common, with some 2,400 workers in 22 plants reported to be working on this basis in 1946. Hours varied from 44 to 55 with only two plants reporting a full working day on Saturday of eight and nine hours respectively.

TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE BREAD AND CAKE BAKING INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—One hundred and seventy-nine bakeries covered by this survey; two gave no information on vacation with pay.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		1 Week	2 Weeks
<i>No Specified Service</i>			
Canada.....	49 ^[1]	4	5
Nova Scotia.....	3		
New Brunswick.....	4		
Quebec.....	2	1	1
Ontario.....	11	2	3
Manitoba.....	5		1
Saskatchewan.....	12		
Alberta.....	6		
British Columbia.....	6	1	
<i>Six Months</i>			
Canada.....	18	9	1
Nova Scotia.....	2	1	
Quebec.....	1		
Ontario.....	5	3	
Saskatchewan.....	4		
Alberta.....	5	4	
British Columbia.....	1	1	1
<i>One Year</i>			
Canada.....	108	70	43
Nova Scotia.....	1	1	4
New Brunswick.....	3 ^[2]	3	4
Quebec.....	16	15	1
Ontario.....	63	43	4
Manitoba.....	3	2	4
Saskatchewan.....			16
Alberta.....	8	3	6
British Columbia.....	14	3	4
<i>Two Years</i>			
Canada.....	2	2	18
Quebec.....	1		2
Ontario.....	1	1	2 ^[3]
Manitoba.....			1
Alberta.....			5
British Columbia.....			8
<i>Five Years</i>			
Canada.....			18
Ontario.....			14
Alberta.....			1
British Columbia.....			3
<i>Ten Years</i>			
Canada (Ontario only).....			8
		84	93
Total Establishments.....	177	177	

[1] In 32 plants two weeks' vacation with pay was given after one year of service and another reported this same vacation after six months.

[2] One plant gave two weeks' pay to employees on a one-week vacation.

[3] One plant reported three weeks' vacation with pay after 30 years and four weeks after 40 years.

Overtime Rates, Table III.—Of the plants giving information on overtime, all but two reported a rate of time and one-half. The majority of plants reported paying this rate only after weekly hours had been worked.

About two-thirds of the establishments gave no information on Sunday and holiday rates, possibly because they did not have overtime work on those days. Seven plants reported time and one-half for Sunday and holiday overtime, two double time on Sunday and four reported this rate for holiday work.

Vacations with Pay, Table IV.—A paid vacation of one week was provided in most cases after one year of service which was in line with the legislation in most of the provinces. A number of plants reported this vacation period after less than one year of service. The vacation did not exceed one

week in about two-thirds of the plants but eleven reported that two weeks were provided after a service of from six months to ten years.

Sick Leave with Pay.—Thirteen plants reported plans in effect to cover payment for absence through illness. Five reported group insurance benefits, one of these stating the plan covered up to 90 days and another reported that it assured two-thirds pay after two days' absence. Other plants restricted sick leave benefits to weekly paid employees, to office workers, salesmen and foremen, or to key men. In some cases payment was according to length of service.

Shift Work.—Very little shift work was reported in this industry other than rotating shifts reported by a few plants to cover work done by the engineering department and

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE BISCUIT MANUFACTURING INDUSTRY, 1946

	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	31	4	12	9	4	2
Employees: Male.....	1,979	107	796	784	217	75
Female.....	2,064	208	611	935	210	100
Total.....	4,043	315	1,407	1,719	427	175

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE BISCUIT MANUFACTURING INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
WEEKLY—						
44 (1 at 44½).....	5			1	2	2
45.....	5			3	2	
47½ and 48.....	5			5		
49.....	3	1	2			
49½ and 50.....	3	3				
54.....	7		7			
55.....	3		3			
Total Establishments.....	31	4	12	9	4	2
DAILY—						
(a) Establishments on a five-day week						
<i>Monday to Friday</i>						
8½.....	1					1
9.....	5			3	2	
9½.....	3			3		
Total Establishments.....	9			6	2	1
(b) Establishments on a six-day week						
<i>Monday to Friday Saturday</i>						
8.....	4			1	2	1
9.....	1			1		
9 3 to 5.....	7	4	2	1		
10.....	1		1			
4 and 5.....	9		9			
Total Establishments.....	22	4	12	3	2	1

maintenance men. One plant reported four men in one production department on both a second and third shift, the workers on the third shift receiving a three-cent wage differential. Two other plants reported second-shift work, one employing 20 men and the other 12 men and 38 women.

The Confectionery Manufacturing Industry

Returns from 49 establishments in this industry in 1946 were used in compiling the statistics shown in the accompanying tables. Nearly one-half of these plants were situated in Ontario and employed 61 per cent of the total number of workers. Certain occupations in this industry are adapted to the employment of women who comprise 60 per cent of the workers, as indicated in Table I.

Thirty of the 49 establishments employed less than 100 workers each in the pay period covered by the survey, accounting for only 16 per cent of the total workers. Except one large plant with 1,100 workers, the remaining establishments employed between 100 and 600 workers each.

Collective Agreements.—Five establishments reported a total of some 1,200 men covered by collective agreement. Two of these plants had agreements with the Bakery and Confectionery Workers International Union of America, and three reported either employees' associations or plant committees.

Standard Hours of Work, Table II.—Eighty-six per cent of the employees covered in this analysis worked a normal week of between 44 and 48 hours.

The six-day week was predominant in the industry with 70 per cent of the workers on this basis. Saturday hours ranged between three and 5½ in all plants but two, which reported a full eight-hour day on Saturday. Nine plants, working 8½ hours per day with four to 5½ hours on Saturday, employed 43 per cent of the workers on the six-day week.

The sixteen establishments on a five-day week employed only 1,800 workers or 27 per cent of the total covered in the survey. Of the 1,800 workers, 44 per cent usually worked nine hours per day.

TABLE III.—OVERTIME RATES OF PAY FOR MALE PLANT EMPLOYEES IN THE BISCUIT MANUFACTURING INDUSTRY, BY ESTABLISHMENTS, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	17	17	14	31	31
<i>Straight Time</i>					
Canada.....				1	1
Ontario.....					1
Prairie Provinces.....				1	
<i>Straight Time Plus 13 Cents</i>					
Canada (Quebec only).....	1	1			
<i>Time and One Half</i>					
Canada.....	7	7	13	7	7
Nova Scotia and New Brunswick.....	3	3	1	1	1
Quebec.....			5	2 ^[1]	2 ^[1]
Ontario.....	2	2	5	4	4
Prairie Provinces.....	1	1 ^[2]	2		
British Columbia.....	1	1			
<i>Double Time</i>					
Canada.....			1	2	4
Nova Scotia and New Brunswick.....				1	1
Quebec.....			1		
Prairie Provinces.....					2
British Columbia.....				1	1
<i>No Overtime Information</i>					
Canada.....	9	9		21	19

^[1] One establishment also reported double time paid in certain instances.

^[2] This rate paid only after eight hours in a normal four-hour Saturday.

In 13 establishments women worked from $1\frac{1}{2}$ to 11 hours less per week than the men. In five cases, the difference was $2\frac{1}{2}$ hours and in another four it was five hours.

There was no production work reported on Sunday. Ten plants reported a total of approximately 40 maintenance men on Sunday work.

Overtime Rates of Pay, Table III.—Nearly half the establishments reported paying time and one-half for overtime after standard daily or weekly hours had been worked; the more common practice was to pay this rate only after weekly hours. Very little information was given on overtime rates for Sunday and holiday work, 40 of the 49 reporting either regular pay or giving no information.

Vacations with Pay, Table IV.—Twenty-nine of the 49 plants reported a vacation of one week after one year of service and twelve additional plants reported a provision of one week after less than one year of service. One Ontario plant also reported three days after six months of service.

In about two-thirds of the plants the vacation did not exceed one week. In 13 instances, however, a maximum vacation of two weeks was provided after service of from one month to ten years.

Sick Leave with Pay.—Twenty-five plants reported some provision for sick leave with pay. Eleven provided it to salaried or office staff only, one reporting that two weeks per year were granted to salaried workers while

TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE BISCUIT MANUFACTURING INDUSTRY, BY ESTABLISHMENTS, 1946

NOTE.—Of the 31 establishments, one reported closing for one week during the summer and another granted one week in the summer and one week in the winter to those who were in the company's employ one month before the holiday period.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Service</i>			
Canada.....	3	2	
Nova Scotia and New Brunswick.....	1	1	
Quebec.....	1	1	
Prairie Provinces.....	1		
<i>Three Months</i>			
Canada (Ontario only).....	1		
<i>Six Months</i>			
Canada.....	3	1	2
Quebec.....	2		2
British Columbia.....	1	1	
<i>One Year</i>			
Canada.....	22	15	3
Nova Scotia and New Brunswick.....	3	1	1
Quebec.....	8	8	
Ontario.....	7	5	
Prairie Provinces.....	3		2
British Columbia.....	1	1	
<i>Two, Five and Ten Years</i>			
Canada.....			6
Nova Scotia and New Brunswick.....			1 ^[1]
Ontario.....			3 ^[2]
Prairie Provinces.....			2 ^[3]
		18	11
Total Establishments.....	29	29	

[1] After five years of service.

[2] In two establishments after five years of service and in the other, after ten years.

[3] After two years of service.

the remainder of the workers were allowed two weeks at half pay; another reported that factory workers were also paid in exceptional cases. One plant stated that although it had no definite plan, reasonable sick leave was given with pay. Another stated key men only were eligible for sick leave with pay while length of service determined payment in another instance.

Shift Work.—There is very little shift work on production in this industry. Four plants reported a total of 80 men and 40 women on the second shift of their two-shift operations, three paying wage differentials of four, five and ten cents per hour, respectively. Two plants, employing only 14 men on each shift of a three-shift operation, did not report a wage differential.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE CONFECTIONERY MANUFACTURING INDUSTRY, 1946

	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	49	2	17	24	4	2
Employees: Male.....	2,633	266	783	1,549	32	3
Female.....	3,949	516	799	2,447	146	41
Total.....	6,582	782	1,582	3,996	178	44

TABLE II.—STANDARD OR NORMAL WORKING HOURS FOR MALE PLANT EMPLOYEES IN THE CONFECTIONERY MANUFACTURING INDUSTRY, BY ESTABLISHMENTS, 1946

Standard Hours	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
WEEKLY						
40.....	3		1	1	1	
42½.....	4			3	1	
44.....	11	1	2	5	1	2
45.....	5	1	2	2		
Over 45 and under 48.....	8		3	5		
48.....	10		2	7	1	
49.....	4		4			
50 and over.....	4		3	1		
Total.....	49	2	17	24	4	2
DAILY						
(a) Establishments on a Five-Day Week						
8.....	2			1	1	
8½.....	3			3		
9.....	7	1	3 ^[1]	2	1	
9½.....	3			3 ^[2]		
10.....	1			1		
Total.....	16	1	3	10	2	
(b) Establishments on a Six-Day Week						
Monday to Friday						
8.....	13	1	2	7 ^[3]	1	2
8½.....	9		2	6	1	
8¾.....	1			1		
9.....	6		6			
9½.....	2		2			
10.....	2		2			
Saturday						
4 and 8.....						
4 to 5½.....						
4½.....						
3 to 5.....						
4 and 4½.....						
4 and 5.....						
Total.....	33	1	14	14	2	2

[1] One establishment worked only four hours on one day.

[2] One establishment worked nine hours on Friday and two worked ten.

[3] Two establishments worked a full eight-hour day.

TABLE III.—OVERTIME RATES FOR PLANT EMPLOYEES IN THE CONFECTIONERY MANUFACTURING INDUSTRY, 1946

Overtime Rates	After Daily Hours		Only After Weekly Hours	Sunday	Holidays
	Monday to Friday	Saturday			
Number of Establishments.....	31	31	18 ^[1]	49	49 ^[2]
<i>Straight Time</i>					
Canada.....	9	9		3	5
Quebec.....	2	2			1
Ontario.....	6	6		3	4
Prairie Provinces.....	1	1			
<i>Time and One Quarter</i>					
Canada (Ontario only).....	1	1		1 ^[3]	1 ^[3]
<i>Time and One Half</i>					
Canada.....	8	6	16	6	5
Maritime Provinces.....	1	1	1	2	2
Quebec.....	3	3	6	2	2
Ontario.....	4	2	8	2	1
Prairie Provinces.....			1		
<i>Double Time</i>					
Canada.....			1	2	2
Quebec.....				2	2
Ontario.....			1		
<i>No Overtime Information</i>					
Canada.....	13	15		37	35

[¹] Includes one establishment paying straight time plus five cents per hour.

[²] Includes one establishment paying double time and one half.

[³] Double time to tradesmen.

TABLE IV.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE CONFECTIONERY MANUFACTURING INDUSTRY, 1946

NOTE.—Forty-nine establishments in the survey; one establishment gave no information on vacations with pay; another reported giving two weeks to foremen and foreladies only; one Ontario establishment gave a pro rated vacation after three months of service with a full week after 11 months; two other Ontario establishments gave one week after eight and nine months, respectively.

Length of Service Required	Initial Vacation of One Week	Maximum Vacation	
		One Week	Two Weeks
<i>No Specified Period</i>			
Canada.....	8 ^[1]	4	
Quebec.....	3	2	
Ontario.....	2	1	
Prairie Provinces.....	2	1	
British Columbia.....	1		
<i>One to Three Months</i>			
Canada.....	2	2	1
Quebec.....	1	1	
Ontario.....	1	1	1
<i>Six Months</i>			
Canada.....	5	4	1
Quebec.....	1	1	1
Ontario.....	3	3	
Prairie Provinces.....	1		
<i>One Year</i>			
Canada.....	29	21	5
Maritime Provinces.....	2	2	
Quebec.....	10	8	
Ontario.....	15 ^[2]	9	1
Prairie Provinces.....	1	1	3
British Columbia.....	1	1	
<i>Three Years</i>			
Canada.....			4
Quebec.....			1
Ontario.....			3
		31	13 ^[3]
Total Establishments.....	44	44	

^[1] Four of these plants reported two weeks' vacation after one month, six months, or one year.

^[2] Two establishments on a six-day week gave eight and ten days' vacation, respectively.

^[3] Includes two establishments giving two weeks after five and ten years, respectively.

National Income and Expenditure in Canada

A REPORT on national income and expenditure in Canada has been issued by the Dominion Bureau of Statistics, entitled *National Accounts Income and Expenditure, 1938-1946*. The report is a revision of one issued earlier in 1947 and summarized in the March issue of the *LABOUR GAZETTE* (p. 311). It also contains considerable additional information.

The *LABOUR GAZETTE* prints herewith several of the tables from the report, together with an analysis of its findings, and definitions of the terms employed. The report itself may be obtained from the Bureau at a price of 50 cents.

Findings of Report

Gross national product (the value of all goods and services produced by the labour, capital and enterprise of Canadian residents) increased from \$5,141,000,000 in 1938 to \$11,417,000,000 in 1946, according to the revised estimates contained in the report. It is pointed out that changes from one year to another reflect changes in prices as well as in the physical volume of production of goods and services.

National income (see definition below) is now estimated at \$9,464 million in 1946 and \$3,972 million in 1938. Salaries, wages and supplementary labour income were \$5,113 million, or 54 per cent of total national income in 1946. In 1938 the figure was \$2,476

million, or 62 per cent of the total. The industrial distribution of salaries and wages indicates that the percentage of total labour income originating in manufacturing increased from 29 per cent in 1938 to 34 per cent in 1946. Military pay and allowances declined from \$1,132 million in 1945 to \$315 million in 1946. In 1938 the figure was \$9 million.

Investment income rose from \$687 million or 17 per cent of total national income in 1938 to \$1,885 million or 20 per cent of the total in 1946. Corporate profits before tax and before deduction of dividends to non-residents increased from \$467 million in 1938 to \$1,379 million in 1946, while corporate profits before tax but after deduction of dividends to non-residents advanced from \$292 million in 1938 to \$1,174 million in 1946. Other private investment income increased from \$448 million in 1938 to \$751 million in 1946.

Net income of agriculture and other unincorporated business was \$800 million in 1938 and \$2,151 million in 1946. The industrial distribution shows that the percentage of this total originating in agriculture increased from 46 per cent in 1938 to 58 per cent in 1946.

Turning to the components of gross national expenditure, in 1938 personal expenditure on consumer goods and services was \$3,714 million or 72 per cent of gross national expenditure. In 1946 the figure was \$7,495 million or 66

TABLE 1—NET NATIONAL INCOME AT FACTOR COST GROSS AND NATIONAL PRODUCT AT MARKET PRICES, 1938-1946

(Millions of Dollars)

Item No.		1938	1939	1941	1944	1945	Prelim. 1946
1	Salaries, wages and supplementary labour income.....	2,476	2,565	3,555	4,869	4,859	5,113
2	Military pay and allowances.....	9	32	386	1,068	1,132	315
3	Investment income.....	687	776	1,480	1,755	1,911	1,885
4	Net income of agriculture and other unincorporated business	800	901	1,123	1,904	1,742	2,151
5	Net National Income at Factor Cost (1) + (2) + (3) + (4)	3,972	4,274	6,544	9,596	9,644	9,464
6	Indirect taxes less subsidies.....	630	726	1,048	1,123	1,000	1,204
7	Depreciation allowances and similar business costs.....	560	582	755	881	792	803
8	Residual error of estimate for reconciliation with Table II, Item 7.....	-21	-1	+56	+220	+178	-54
9	Gross National Product at Market Prices (5) + (6) + (7) + (8)	5,141	5,581	8,403	11,820	11,614	11,417

Item 7 includes an estimate of "capital outlay charged to current account", which has also been included with Item 3(a), "Gross home investment" in Table 2.

TABLE 2—GROSS NATIONAL EXPENDITURE AT MARKET PRICES, 1938-1946

(Millions of Dollars)

Item No.	—	1938	1939	1941	1944	1945	Prelim. 1946
1	Personal expenditure on consumer goods and services.....	3,714	3,817	4,979	6,235	6,782	7,495
2	Government expenditure—						
	(a) War—goods and services, excluding Mutual Aid, etc.....	36	70	1,129	3,410	1,876	672
	—Mutual Aid, UNRRA and Military Relief.....				960	1,641	187
	(b) Non-War.....	685	690	647	735	841	974
3	Gross home investment						
	(a) Plant, equipment and housing.....	576	554	995	756	865	1,241
	(b) Inventories.....	7	329	218	-83	-294	475
4	Exports of goods and services.....	1,359	1,449	2,453	3,566	3,576	3,170
5	Imports of goods and services.....	-1,257	-1,328	-1,967	-3,539	-2,895	-2,850
6	Residual error of estimate for reconciliation with Table 1, Item 9.....	+21	.....	-56	-220	-178	+53
7	Gross National Expenditure at Market Prices (1) + (2) + (3) + (4) + (5) + (6).....	5,141	5,581	8,403	11,820	11,614	11,417

TABLE 3—PERSONAL INCOME

(Millions of Dollars)

Item No.	—	1938	1939	1941	1944	1945	Prelim. 1946
1	Salaries, wages and supplementary labour income.....	2,476	2,565	3,555	4,869	4,859	5,113
	Deduct: Employer and employee contributions to social insurance and government pension funds.....	-33	-35	-68	-134	-136	-145
2	Military pay and allowances.....	9	32	386	1,068	1,132	315
3	Net income of agriculture and other unincorporated business..	800	901	1,123	1,904	1,742	2,151
4	Interest, dividends and net rental income of persons.....	511	553	618	765	805	833
5	Transfer payments to persons—						
	(a) From government.....	263	250	198	264	553	1,103
	(b) Charitable contributions of corporations.....	5	6	10	11	12	13
6	Personal Income (1) + (2) + (3) + (4) + (5).....	4,031	4,272	5,822	8,747	8,967	9,383

TABLE 4—DISPOSITION OF PERSONAL INCOME

(Millions of Dollars)

Item No.	—	1938	1939	1941	1944	1945	Prelim. 1946
1	Personal direct taxes—						
	(a) Income taxes.....	62	61	239	771	733	711
	(b) Succession duties.....	32	28	30	40	47	44
	(c) Miscellaneous.....	31	32	28	25	25	26
	Total direct taxes.....	125	121	297	836	805	781
2	Personal expenditure on consumer goods and services.....	3,714	3,817	4,979	6,235	6,782	7,495
3	Personal saving.....	192	334	546	1,676	1,380	1,107
4	Personal Income (1) + (2) + (3).....	4,031	4,272	5,822	8,747	8,967	9,383

Item 1.—The tax figures are actual collections in the current year reduced in the case of income taxes by the estimated refundable portion which has been treated as savings. Miscellaneous direct taxes include the personal share of motor vehicle and other licences, permits, and fees.

per cent of gross national expenditure. Expenditure on food increased from \$917 million in 1938 to \$1,948 million in 1946, on clothing from \$419 million in 1938 to \$1,032 million in 1946, and on tobacco and alcoholic beverages from \$264 million in 1938 to \$803 million in 1946. Expenditure on household operation and utilities increased from \$717 million in 1938 to \$903 million in 1946.

Government expenditure was \$721 million in 1938 or 14 per cent of the gross national

expenditure; in 1946 the figure was \$1,833 million or 16 per cent of gross national expenditure. The 1946 figures reflect a substantial decline from 1944 when government expenditure was \$5,105 million or 43 per cent of gross national expenditure.

Exports of goods and services were maintained in 1946 at the high level of \$3,170 million, while imports of goods and services were \$2,850 million. In 1938 the figures were \$1,359 million and \$1,257 million, respectively.

TABLE 5.—PERSONAL EXPENDITURE ON CONSUMER GOODS AND SERVICES, 1938-1946

(Millions of Dollars)

	1938	1939	1941	1944	1945	Prelim. 1946
I. Goods—						
1. Perishable goods—						
(a) Food.....	917	923	1,314	1,777	1,883	1,948
(b) Tobacco and alcoholic beverages.....	264	280	391	582	698	803
(c) Drugs.....	60	62	82	114	120	132
(d) Stationery, books, magazines.....	40	42	45	64	72	83
(e) Gasoline and lubricants.....	115	128	159	96	101	200
(f) Fuel.....	155	161	188	237	244	260
Sub-Total.....	1,551	1,596	2,179	2,870	3,118	3,426
2. Semi-durable goods—						
(a) Clothing.....	419	441	645	882	961	1,032
(b) House furnishings, excluding furniture.....	32	33	44	52	57	72
(c) Automotive accessories.....	39	41	54	52	65	86
Sub-total.....	490	515	743	986	1,083	1,190
3. Durable goods—						
(a) Automobiles.....	89	82	91	3	3	88
(b) Furniture.....	46	47	67	67	77	103
(c) Household appliances and hardware.....	64	63	84	66	83	133
(d) Jewellery.....	23	25	38	56	64	71
Sub-total.....	222	217	280	192	227	395
4. Miscellaneous goods.....	143	149	213	261	284	332
Sub-total—goods.....	2,406	2,477	3,415	4,309	4,712	5,343
II. Services—						
1. House operation and utilities.....	717	730	801	832	859	903
2. Attire and personal appearance.....	57	63	88	111	116	127
3. Medical care and death expenses.....	159	165	198	237	265	302
4. Tuition and education.....	28	29	29	33	34	35
5. Recreation.....	60	61	81	113	135	148
6. Transportation.....	126	130	171	248	258	297
7. Communication.....	52	54	65	85	90	98
8. Miscellaneous.....	162	164	188	218	229	248
Sub-total—services.....	1,361	1,396	1,621	1,877	1,986	2,158
III. Net Personal Expenditure Abroad.....	-53	-56	-57	+49	+84	-6
IV. Summary—						
1. Goods.....	2,406	2,477	3,415	4,309	4,712	5,343
2. Services.....	1,361	1,396	1,621	1,877	1,986	2,158
3. Net expenditure abroad.....	-53	-56	-57	+49	+84	-6
Grand total.....	3,714	3,817	4,979	6,235	6,782	7,495

GENERAL NOTE.—It should be noted that the figures apply only to expenditures of persons (including private non-commercial institutions). Expenditures on consumer goods and services made by business in the course of production are excluded as are expenditures of governments on behalf of the community, such as, public education and health services. In addition to cash expenditures a valuation of income in kind has been included under the respective headings.

Item I. 1 (a) Includes meals purchased in restaurants.

Item II. 1. The main components of this item are paid rents and imputed rents of owner-occupied houses, electricity, gas, domestic service.

8. The main services included here are personal insurance, financial and legal services, hotel rooms, board and lodging, and services of charitable and religious institutions.

Item III. Includes the expenditures of Canadian tourists and servicemen abroad, gifts in kind abroad and personal remittances abroad less expenditures in Canada of tourists and foreign servicemen, and personal remittances to Canada. This adjustment is necessary in order to relate the expenditure figures to Canadian personal income.

Personal income increased from \$4,031 million in 1938 to \$9,383 million in 1946. A substantial rise occurred in government transfer payments to persons from \$263 million in 1938 to \$1,103 million in 1946. War service gratuities, re-establishment credits and rehabilitation benefits together accounted for 45 per cent of total government transfer payments in 1946, while family allowances accounted for 22 per cent.

In 1938, \$125 million of personal income or three per cent was paid in direct taxes, \$3,714 million or 92 per cent on consumer goods and services and \$192 million or five per cent was saved (including net changes in farm inventories). In 1946, \$781 million or eight per

cent was paid in direct taxes, \$7,495 million or 80 per cent was spent on consumer goods and services and \$1,107 million or 12 per cent was saved. The percentage of personal income saved in 1946 marks a decline from 19 per cent saved in the war years 1943 and 1944.

Definitions

Net National Income at Factor Cost—Table 1

Net national income at factor cost or, more briefly, national income, measures the aggregate earnings of Canadian residents from current production of goods and services. It is the sum of labour income, investment income including corporation profits, and net income of unincorporated business.

TABLE 6.—GOVERNMENT TRANSFERS TO PERSONS, 1938-1946

(Millions of Dollars)

Item No.		1938	1939	1941	1944	1945	Prelim. 1946
1	Family allowances.....					114	240
2	War service gratuities.....					116	322
3	Re-establishment credits.....					13	87
4	Rehabilitation benefits.....				2	10	89
5	Pensions World War I.....	41	41	39	37	37	37
6	Pensions World War II.....			1	10	20	30
7	War veterans' allowances.....	6	7	8	12	20	32
8	Direct relief.....	102	83	18	6	6	7
9	Unemployment insurance benefits.....				3	15	49
10	Workmen's compensation benefits.....	15	15	20	28	30	30
11	Old age pensions.....	39	40	40	58	62	68
12	Mothers' allowances.....	9	10	9	10	11	12
13	Prairie Farm Income Plan.....			1			
14	Prairie Farm Assistance Act.....			6	10	6	17
15	Pensions to government employees.....	10	10	12	16	19	21
16	Provincial and municipal grants to private non-commercial institutions.....	32	33	34	39	40	41
17	Dominion grants to war charities.....			1	18	15	3
18	Miscellaneous.....	9	9	9	15	19	18
19	TOTAL.....	263	250	198	264	553	1,103

TABLE 7.—ANALYSIS OF CORPORATION PROFITS

(Millions of Dollars)

Item No.		1938	1939	1941	1944	1945	Prelim. 1946
1	Corporate profits before tax.....	467	598	1,103	1,221	1,240	1,379
2	Deduct tax liabilities (excluding refundable E.P.T.).....	-92	-112	-515	-603	-603	-640
3	Corporate profits after tax.....	375	486	588	618	637	739
4	Deduct dividends paid to non-residents.....	-175	-177	-168	-153	-138	-205
5	Corporate profits retained in Canada after tax.....	200	309	420	465	499	534

Item 1—Includes corporate taxable income, depletion charges and charitable donations and is adjusted for corporate losses, renegotiation of war contracts and conversion to a calendar year basis.

2—The refundable portion of the excess profit tax is regarded as corporate saving in the year in which the liability is incurred rather than as a tax. For the years 1944 and 1945 the refundable E.P.T. averages about \$70 million. Adjustments have been made for renegotiation of war contracts and conversion to a calendar year basis.

4—Estimated before deduction of withholding taxes.

5—To arrive at undistributed profits from this item it is necessary to deduct charitable donations and dividends paid to resident persons. For 1944 and 1945 dividends paid to resident persons were \$120 million and \$100 million respectively but satisfactory data are not yet available for years prior to 1944.

Gross National Product at Market Prices—Table 1

Gross national product at market prices is defined as the value of all goods and services produced by the labour, capital, and enterprise of Canadian residents in a year, measured through a consolidated national accounting of all costs involved in their production. These costs include factor costs, that is, the aggregate of national income, as previously defined, and in addition, indirect taxes less subsidies and depreciation and similar business charges.

Gross National Expenditure at Market Prices—Table 2

Gross national expenditure is defined as the market value of all goods and services produced by the labour, capital, and enterprise of Canadian residents in a year, measured through a consolidated national accounting of the sales of these goods and services, including changes in inventories. Thus it measures the same total as gross national product but in a different way.

Residual Error of Estimate

Gross national product and gross national expenditure measure the same total independently. Incompleteness or inconsistency of available statistical sources is necessarily reflected in a difference between these aggregates. The difference between the totals obtained by measurement of gross national product and gross national expenditure is divided equally under the heading of "Residual error of estimate" in Tables 1 and 2.

Personal Income—Table 3

Personal income is defined as the sum of current receipts of income of persons, whether in cash or in kind. The term person includes individuals, private non-commercial institutions (charities, hospitals, etc), and private pension funds. Personal income differs from national income in that it excludes all current earnings not paid out to persons, such as, undistributed profits and government trading profits, and includes receipts which have not been earned in the course of current production, that is, transfer payments.

Disposable Income

Personal income less direct taxes is called disposable income.

Personal Saving

Personal saving is defined as the excess of disposable income over personal expenditure on consumer goods and services. If data were available, personal saving could be calculated directly by estimating changes in the various assets and liabilities of persons, taking care to exclude changes due to capital gains or losses. In Table 4, it has been necessary to obtain personal saving residually by subtracting direct taxes and personal expenditure on consumer goods and services from the total of personal income. Although the series of personal saving thus obtained appears reasonable, it should be accepted with considerable reservations pending the development of additional data to corroborate it. The savings figure in Table 4 includes the net change in farm inventories as well as the estimated refundable portion of income and personal excess profits taxes.

TABLE 8.—SALARIES AND WAGES, BY INDUSTRY AND SUPPLEMENTARY LABOUR INCOME, 1938-1946
(Millions of Dollars)

Item No.		1938	1939	1941	1944	1945	Prelim. 1946
1	Agriculture.....	61	62	71	99	104	132
2	Forestry.....	43	54	83	106	128	149
3	Fishing, Hunting, and Trapping.....	3	3	5	7	9	7
4	Mining.....	121	128	152	153	145	154
5	Manufacturing.....	710	742	1,281	2,063	1,867	1,736
6	Public Utility Operation.....	36	38	41	48	52	60
7	Construction.....	99	96	189	161	178	236
8	Transportation, Communication and Storage.....	270	276	343	511	528	572
9	Retail Trade.....	221	231	294	347	377	435
10	Finance, Insurance, Real Estate.....	112	114	125	149	159	184
11	Government and Community Service.....	419	422	466	625	678	732
12	Recreational Service.....	11	12	15	19	20	23
13	Business Service.....	18	19	23	25	29	33
14	Personal Service.....	97	99	119	128	134	155
15	Supplementary Labour Income.....	126	129	167	210	214	237
17	TOTAL.....	2,476	2,565	3,555	4,869	4,859	5,113

Item 16: Includes board and living allowances, employers' contributions to unemployment insurance and workmen's compensation, pensions and pension funds, and welfare expenditures in all industries.

Strikes and Lockouts in Canada During November, 1947

DURING November, 1947, the time loss due to strike activity in Canada was substantially below that recorded for the previous month but was much higher than in November, 1946. Preliminary figures for November, 1947, show 28 strikes and lockouts, involving 14,735 workers, with a time loss of 119,602 man-working days, as compared with 46 strikes in October, 1947, involving 27,560 workers and a time loss of 428,170 days. In November, 1946, there were 20 strikes, involving 7,915 workers, with a time loss of 33,278 days.

For the first eleven months of 1947 preliminary figures show 211 strikes and lockouts, involving 76,755 workers, with a time loss of 2,403,235 man-working days. For the same period last year there were 223 strikes, with 138,635 workers involved and a time loss of 4,492,589 days.

During the month under review the time loss per 1,000 available work days was 1.60 as compared with 5.74 in October, 1947, and 0.44 in November, 1946. For the first eleven

months of this year it was 2.92 as compared with 5.46 for the same period last year.

Of the 28 strikes recorded for November, five were settled in favour of the workers, six in favour of the employers, nine were compromise settlements and one was indefinite in result, work being resumed pending final settlement. At the end of the month seven strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., which commenced on May 30, 1946, are still continuing. A strike of metal factory workers at Ottawa, Ont., which commenced on February 24, 1947, has not been terminated.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing up to date that given in the March, 1947, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the countries for which such figures are available. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in September, 1947, was 104 and 10 were still in progress from the previous month, making a total of 114 during the month. In

all stoppages of work in progress in the period there were 85,100 workers involved and a time loss of 354,000 working days was caused.

Of the 104 stoppages which began during September, 13 arose out of demands for advances in wages; 38 over other wage questions; three on questions as to working hours; 16 on questions respecting the employment of particular classes or persons; 31 on other questions respecting working arrangements; and three were on questions of trade union principle.

United States

Preliminary figures for October, 1947, show 175 strikes and lockouts beginning in the month, in which 60,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,850,000 man days. Corresponding figures for September, 1947, are 200 strikes and lockouts involving 75,000 workers with a time loss of 2,000,000 days.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER 1946-1947†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1947*						
January.....	12‡	12	3,302‡	3,302	28,519	.38
February.....	13	20	17,219	33,737	199,679	2.67
March.....	10	18	792	15,931	378,057	5.05
April.....	21	26	3,151	17,480	363,886	4.86
May.....	32	43	18,053	34,013	365,424	4.89
June.....	19	31	2,844	17,201	166,370	2.22
July.....	18	29	1,707	3,112	24,355	.33
August.....	21	36	5,755	7,184	52,314	.70
September.....	25	41	5,202	19,879	276,859	3.69
October.....	28	46	10,357	27,560	428,170	5.74
November.....	12	28	8,373	14,735	119,602	1.60
Cumulative totals.....	211		76,755		2,403,235	2.92
1946						
January.....	13‡	13	2,957‡	2,957	18,948	.25
February.....	16	19	3,594	3,769	11,891	.16
March.....	22	30	4,299	6,097	45,856	.61
April.....	22	30	4,924	7,110	45,764	.61
May.....	29	36	46,681	47,855	566,410	7.57
June.....	25	36	31,556	70,600	933,876	12.49
July.....	33	47	28,226	50,429	915,911	12.25
August.....	20	46	5,180	42,506	870,694	11.64
September.....	18	37	2,036	33,451	657,714	8.79
October.....	11	27	7,212	33,425	392,247	5.25
November.....	14	20	1,970	7,915	33,278	.44
Cumulative totals.....	223		138,635		4,492,589	5.46

*Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1947 ⁽¹⁾

Industry, Occupation and Locality	Number	Involved	Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to November, 1947				
MINING— Copper and zinc mine and mill workers, Sherridon, Man.	1	250	3,500	Commenced August 13; for a new agreement providing for increased wages and other changes, and against alleged discrimination, terminated November 18; return of workers pending certification of union as bargaining agency; indefinite.
MANUFACTURING— <i>Vegetable Products—</i> Vegetable products factory workers, Port Credit, Ont.	1	60	150	Commenced October 20; alleged discrimi- nation in dismissal of union officer; termi- nated November 4; return of workers; in favour of employer.
<i>Animal Foods—</i> Dairy and poultry plant workers, Melville, Sask.	1	25	25	Commenced July 16; for extension of existing agreement to October 30, 1947, with pro- vision for increased wages and reduced hours; terminated November 1; negoti- ations; compromise.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Montreal, P.Q.	10	1,300	10,000	Commenced October 1; for union agreements providing for increased wages, reduced hours, union security, etc; unternminated; (partial return of workers).
<i>Pulp, Paper and Paper Products—</i> Paper products factory workers, Chambly, P.Q.	2	20	20	Commenced April 15; for implementation of award of arbitration board providing for increased wages, two weeks' vacation with pay, check-off, pay for seven statutory holidays, etc; employment conditions no longer affected by November 3; in favour of employer.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Montreal, P.Q.	1	282	3,500	Commenced October 6; inter-union dispute re bargaining agency; unternminated.
<i>Miscellaneous Wood Products—</i> Sawmill workers, Merriitt, B.C.	1	95	420	Commenced October 29; for a signed union agreement under negotiations since July 12, 1946; terminated November 6; negotiations; in favour of workers.
<i>Metal Products—</i> Structural steel factory workers, Burnaby, B.C.	2	180	2,500	Commenced August 21; for a new agreement providing for increased wages, additional union security and other changes; untermi- nated.
Metal factory workers, Sarnia, Ont.	1	327	1,600	Commenced October 3; for a new agreement providing for increased wages and payment for statutory holidays, and against time study of operations and methods; termi- nated November 7; negotiations; com- promise.
Metal factory workers, Belleville, Ont.	1	(3)221	3,000	Commenced October 6; alleged discrimi- nation in lay-off of 15 workers during transfer of machines to new building; unterminated.
Foundry workers, New Glasgow, N.S.	1	(4)73	1,100	Commenced October 8; for increased wages; terminated November 24; negotiations compromise.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1947 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(?)
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to November, 1947—*Concluded*

MANUFACTURING— <i>Conc.</i> <i>Metal Products—Conc.</i> Bicycle and sports equipment factory workers, Weston, Ont.	1	468	2,300	Commenced October 27; for implementation of award of conciliation board providing for increased wages, union security, payment for four statutory holidays, off-shift premiums, etc; terminated November 7; conciliation, provincial; compromise.
Foundry workers, Toronto, Ont.	1	42	800	Commenced October 29; for a new agreement providing for increased wages; terminated November 29; negotiations; compromise.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Asbestos products factory workers, St. Lambert, P.Q.	1	75	1,200	Commenced September, 25; for increased wages and against alleged discrimination; terminated November 21; conciliation provincial; compromise (new agreement signed with another union.)
Chemical factory workers, Bishoprie, Sask.	1	84	160	Commenced October 26; for a new agreement providing for increased wages and reduced hours; terminated November 3; negotiations; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Electric Railways and Local Bus Lines—</i> Street railway workers New Westminster, Vancouver and Victoria, B.C.	3	(⁶)2,860	34,000	Commenced October 20; for increased wages and reduced hours; terminated November 17; conciliation, provincial; compromise.

Strikes and Lockouts Commencing During November, 1947

MINING— Gold miners, Premier, B.C.	1	190	380	Commenced November 13; for general assessment for check-off without signed individual authorization; terminated November 14; return of workers; in favour of employer.
MANUFACTURING— <i>Vegetable Foods—</i> Candy factory workers, Toronto, Ont.	1	(⁶)185	2,500	Commenced November 11; for a new agreement providing for increased wages, upgrading of workers, union security, increased vacations with pay, sick leave, etc; terminated.
<i>Textiles, Clothing, etc.—</i> Textile factory workers, Drummondville, Magog, Montmorency, Sherbrooke, P.Q.	4	6,020	40,000	Commenced November 3; for new agreements providing for increased wages, reduced hours, etc., as recommended by arbitration board; terminated November 10; conciliation, provincial; in favour of workers.
<i>Metal Products—</i> Metal factory workers, Belleville, Ont.	1	29	29	Commenced November 5; in sympathy with strike of metal factory workers at Belleville, commencing October 6; terminated November 5; return of workers; in favour of employer.
Wire cloth factory workers Niagara Falls, Ont.	1	200	800	Commenced November 24; alleged infraction of seniority and ability clauses in agreement in dismissal of two workers; untermiated.

STRIKES AND LOCKOUTS IN CANADA DURING NOVEMBER, 1947 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		

Strikes and Lockouts Commencing During November, 1947—Concluded

MANUFACTURING— <i>Conc</i> <i>Non-Metallic Minerals,</i> <i>Chemicals, etc.—</i> Optical lens factory workers, Belleville, Ont.	1	48	48	Commenced November 5; in sympathy with strike of metal factory workers at Belleville commencing October 6; terminated November 5; return of workers; in favour of employer.
CONSTRUCTION— <i>Buildings and Structures—</i> Building insulation workers, Toronto, Ont.	5	161	700	Commenced November 17; for increased wages; terminated November 22; negotiations; in favour of workers.
Plumbers, steamfitters and helpers, Montreal and District, P.Q.	60	1,200	9,600	Commenced November 17; for a new agreement providing for increased wages and reduced hours; terminated November 25; negotiations; compromise.
TRADE— Fuel and building supplies handlers, Windsor, Ont.	1	11	25	Commenced November 6; alleged discrimination in dismissal of two workers; terminated November 8; replacement; in favour of employer.
Dairy workers, drivers, etc., Cornwall, Ont.	4	53	53	Commenced November 29; alleged delay of conciliation board in negotiations for a union agreement providing for increased wages, vacations with pay, union security, etc; unterminated.
SERVICE— <i>Public Administration—</i> Municipal workers, Township of York, Ont.	1	192	192	Commenced November 24; alleged delay in negotiations for a union agreement; terminated November 24; negotiations; in favour of workers.
<i>Business and Personal—</i> Beverage room tapmen and waiters, Schumacher and Timmins, Ont.	29	84	1,000	Commenced November 7; for a union agreement, providing for increased wages, reduced hours, union security, vacations with pay, etc; terminated November 22; negotiations; in favour of workers.

(1) Preliminary data based where possible on direct reports from parties concerned; in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 240 indirectly affected; (4) 22 indirectly affected; (5) 160 indirectly affected; (6) 27 indirectly affected;

Prices, Retail and Wholesale, in Canada, November, 1947

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE Dominion Bureau of Statistics cost-of-living index rose 1.4 points to 143.6 (1935-39=100) between October 1 and November 1, 1947. Higher food prices continued to dominate the advance. The index for the food group rose 2.3 points to 173.6, due mainly to higher prices for eggs, fluid milk, certain meats and canned vegetables. Butter, lemons and a few fresh vegetables, on the other hand, were slightly lower between October 1 and November 1. Increases which occurred later in November were, of course, not reflected in the November 1 index. The clothing group advanced 2.8 points to 157.0, with prices rising in all subsections, while home furnishings and services moved up 1.5 to 151.4 due to increases for furniture, floor coverings, furnishings, dishes and cleaning supplies. Slightly higher costs for medicinal supplies, personal care items, newspapers and gasoline were responsible for a gain of 0.6 to 118.2 in the miscellaneous items index. Fuel and lighting rose 0.7 to 122.6 due principally to higher prices for coal and coke. No change was recorded for rentals, the index remaining at 119.9.

When adjusted to the base August, 1939=100, the Dominion cost-of-living index moved up to 142.5 on November 1 from 141.1 on October 1.

Cost of Living in Eight Cities

Cost-of-living indexes for eight regional cities all registered increases between October and November. Foods continued to account for the major share of advances, but clothing, home furnishings and services also showed general increases. Fuel and lighting and miscellaneous items advanced in several cities. Increases recorded by composite cost-of-living indexes were as follows:—Vancouver 2.1 to 143.4; Saint John 1.9 to 141.4; Winnipeg 1.8 to 139.2; Halifax 1.7 to 140.6; Toronto 1.5 to 141.5; Saskatoon 1.3 to 145.3; Edmonton 1.0 to 138.7; and Montreal 0.8 to 146.3.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada, at the date under review.

The prices of the staple food items included in the table are all used in the calculation

of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted, although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail price of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is included in Table I.

(concluded on page 1886)

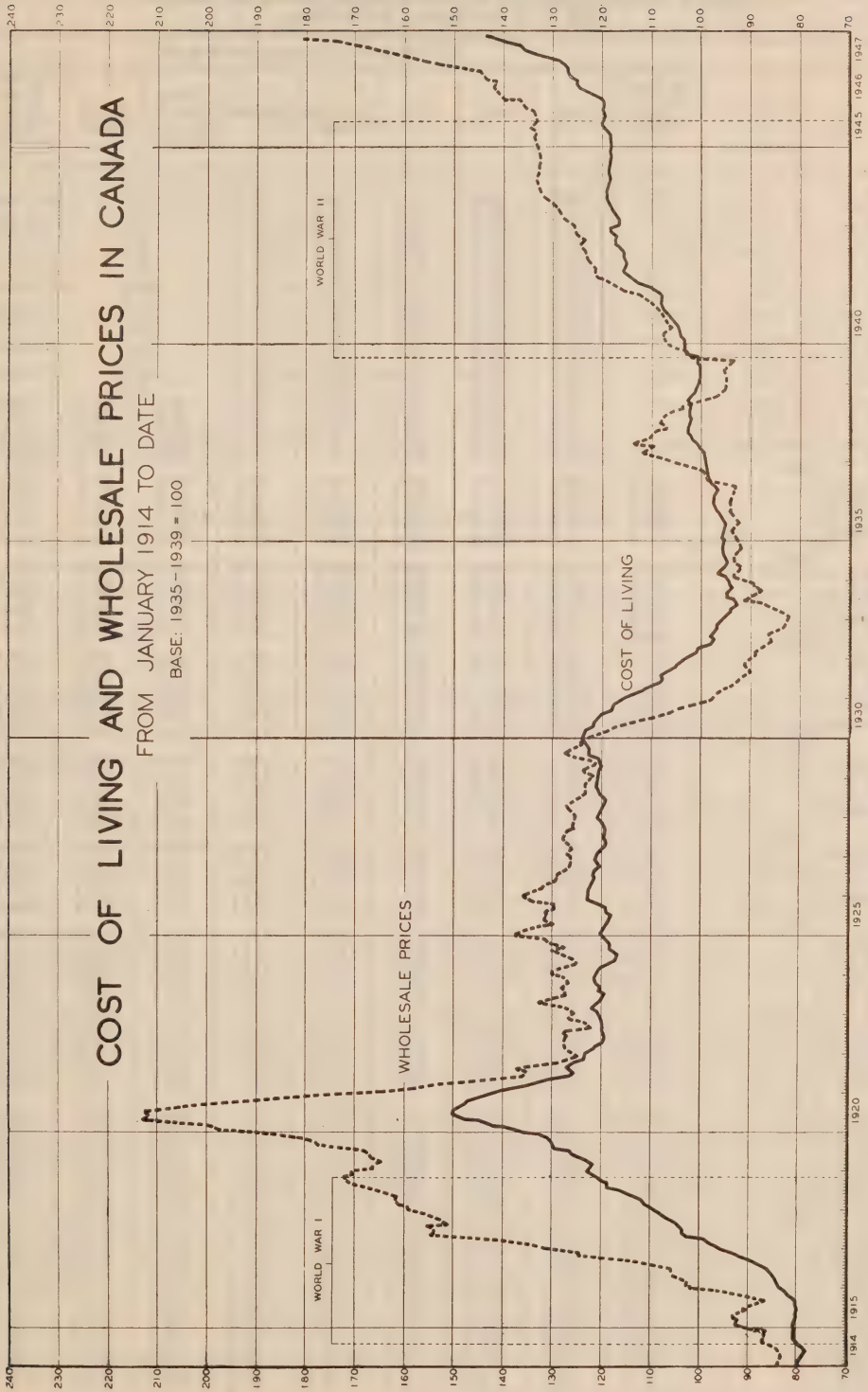


TABLE I.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.6		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		121.8	133.3	115.9	116.8	139.1		106.1	
1924.....		119.9	130.8	114.5	114.4	135.6		105.1	
1925.....		120.5	131.5	117.3	113.2	135.5		104.8	
1926.....		121.7	134.7	119.7	112.6	134.8		105.0	
1927.....		95.6	92.7	93.1	102.1	97.1		97.8	
1928.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1929.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1930.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1931.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1932.....									
1933.....									
1934.....									
1935.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
1936.....	100.0	100.8	99.4	103.8	98.8	99.6	100.8	101.3	100.0
1937.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
1938.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
1939.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
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†Commodities in the cost of living excluding rents and services.

TABLE II.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF NOVEMBER, 1947*

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscel- laneous
Halifax.....	140.6	179.0	108.1	128.9	159.4	141.6	116.8
Saint John.....	141.4	172.3	111.1	129.0	159.1	142.4	116.5
Montreal.....	146.3	183.2	116.2	122.7	151.8	154.6	113.8
Toronto.....	141.5	169.0	116.5	135.1	163.1	148.3	119.3
Winnipeg.....	139.2	171.6	114.4	117.6	149.9	153.8	115.1
Saskatoon.....	145.3	181.0	121.9	126.2	155.9	150.6	116.2
Edmonton.....	138.7	175.9	107.7	108.4	156.9	147.1	116.1
Vancouver.....	143.4	180.1	112.1	130.9	159.2	142.8	116.5

* Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE III.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base: August, 1939=100)

Dominion Average Retail Price Relatives With Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Aug. 1939	Dec. 1941	April 1946	July 1946	Oct. 1946	Jan. 1947	April 1947	July 1947	Sept. 1947	Oct. 1947	Nov. 1947	Price Nov. 1947
Beef, sirloin steak.....	lb.	100.0	120.7	155.2	157.7	163.8	164.2	173.8	176.7	177.1	177.1	180.6	50.4
Beef, round steak.....	lb.	100.0	125.7	168.4	170.9	178.1	177.6	190.3	193.2	193.2	193.7	197.5	46.8
Beef, rib roast.....	lb.	100.0	125.5	175.2	178.7	186.1	185.7	199.6	202.6	202.2	203.0	207.0	47.6
Beef, shoulder.....	lb.	100.0	132.7	162.3	164.1	169.2	169.2	184.9	188.7	188.7	189.3	194.3	30.9
Beef, stewing, boneless.....	lb.	100.0	136.7	169.0	170.6	173.5	173.5	191.1	195.5	196.2	197.0	204.3	27.9
Veal, front roll, boneless.....	lb.	100.0	139.3	174.6	174.6	174.6	174.6	175.7	175.1	176.3	177.5	185.8	31.4
Lamb, leg roast.....	lb.	100.0	109.9	152.8	167.6	157.7	155.6	156.3	165.1	170.8	171.5	172.9	49.1
Pork, fresh loins, centre cut.....	lb.	100.0	125.3	148.5	161.5	163.3	163.3	173.3	172.9	176.2	179.9	181.0	49.2
Pork, fresh shoulder, hock-off.....	lb.	100.0	127.0	149.0	163.8	164.3	165.4	178.0	177.4	181.6	188.5	191.6	36.5
Bacon, side, fancy, sliced, rind-on.....	lb.	100.0	132.3	146.5	161.8	162.7	163.1	180.9	180.9	185.3	190.3	194.4	62.0
Lard, pure.....	lb.	100.0	151.3	164.0	177.2	178.1	178.9	241.2	242.1	242.1	242.1	243.9	27.8
Shortening, vegetable.....	lb.	100.0	134.7	138.2	140.3	141.0	141.0	215.3	216.0	216.7	216.7	218.1	31.4
Eggs, grade "A", large.....	doz.	100.0	156.4	143.4	148.4	178.9	165.7	144.5	151.0	188.6	186.9	195.0	60.7
Milk.....	qt.	100.0	111.0	96.3	114.7	139.4	139.4	139.4	139.4	139.4	139.4	141.3	15.4
Butter, creamery, prints.....	lb.	100.0	140.5	158.2	161.2	164.8	164.8	164.8	205.1	237.4	242.9	253.7	63.8
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	100.0	174.6	166.3	167.8	169.7	170.7	174.4	179.6	181.8	185.6	193.8	25.9
Bread, plain white, wrapped.....	lb.	100.0	106.5	106.3	106.3	106.3	107.9	107.9	107.9	107.9	144.4	144.4	9.1
Flour, first grade.....	lb.	100.0	127.3	124.2	124.2	124.2	124.2	124.2	124.2	127.3	178.8	184.8	6.1
Rolled oats, package.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	118.7	131.4	136.2	140.9	142.5	9.0
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	104.3	106.5	108.7	122.8	132.6	12.2
Tomatoes, canned, $2\frac{1}{2}$ s.....	tin	100.0	129.9	137.7	138.7	152.8	168.9	170.8	171.7	172.6	195.3	245.3	28.0
Peas, canned, 2 s.....	tin	100.0	117.5	121.7	121.7	128.3	131.7	132.5	133.3	138.3	143.3	148.3	17.8
Corn, canned, 2 s.....	tin	100.0	128.3	132.7	133.6	139.8	146.0	147.8	148.7	150.4	167.3	187.6	21.2
Beans, dry.....	lb.	100.0	129.4	135.3	137.3	139.2	166.7	176.5	180.4	178.4	194.1	251.0	12.8
Onions.....	lb.	100.0	108.2	144.9	165.3	138.8	132.7	146.9	187.8	153.1	132.7	132.7	6.5
Potatoes.....	15 lbs.	100.0	89.9	158.2	210.7	134.1	127.1	131.7	204.3	171.0	156.1	155.8	51.1
Prunes, bulk.....	lb.	100.0	115.8	136.0	139.5	143.0	158.8	174.6	176.3	174.6	176.3	178.1	20.3
Raisins, seedless, bulk.....	lb.	100.0	104.0	123.8	127.8	125.2	128.5	171.5	164.2	138.4	136.4	142.4	21.8
Oranges.....	doz.	100.0	132.5	146.4	160.4	153.2	141.6	137.5	125.6	134.8	134.5	135.8	39.8
Lemons.....	doz.	100.0	111.3	146.2	145.5	141.5	148.9	139.1	138.5	170.8	165.8	156.3	50.8
Jam, strawberry, 16 oz.....	jar	100.0	111.3	118.7	126.6	137.6	141.3	142.5	149.8	152.8	154.7	157.1	25.8
Peaches, 20 oz.....	tin	100.0	101.5	105.6	106.6	119.8	126.4	128.9	131.0	134.5	150.3	154.8	30.5
Marmalade, orange, 16 oz.....	jar	100.0	118.3	130.3	131.8	134.0	134.8	135.5	138.4	142.1	144.3	146.5	19.9
Corn syrup, 2 lb.....	tin	100.0	138.0	157.7	164.7	175.8	179.3	181.0	178.1	176.9	196.8	205.0	35.1
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	140.0	147.7	147.7	147.7	153.8	10.0
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	142.9	150.8	152.4	152.4	157.1	9.9
Coffee.....	lb.	100.0	141.6	131.7	132.5	133.4	137.3	146.4	146.7	154.1	162.7	166.3	56.2
Tea, black, $\frac{1}{2}$ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	137.1	149.3	149.3	167.7	172.8	173.1	50.9

* Descriptions and units of sale apply to November, 1947 prices.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef						Pork													
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roasts) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Roller oats, package, per lb.	Corn flakes, 8 oz. package
P.E.I.—	cts.	cts.	(c)	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	50-0	46-7	45-3	32-2	31-2	....	48-0	50-5	....	60-8	28-5	32-0	59-7	14-0	67-7	26-6	9-3	6-4	8-2	12-7
Nova Scotia—			(c)																	
2—Halifax.....	51-4	47-9	46-0	31-1	27-4	24-7	49-6	49-3	36-1	60-9	29-7	31-7	64-3	17-0	67-4	27-3	9-6	6-5	10-5	13-3
3—New Glasgow.....	53-2	50-1	50-2	33-0	28-3	....	50-0	53-1	39-0	61-3	29-0	31-7	63-9	17-0	66-0	27-5	9-7	....	8-6	12-9
4—Sydney.....	53-2	48-8	....	33-0	29-3	....	52-2	51-5	37-7	64-0	....	32-0	68-3	18-0	68-8	28-4	9-3	6-3	9-7	13-5
5—Truro.....	51-2	48-3	47-5	31-8	30-3	....	48-4	50-4	37-3	62-7	....	30-0	62-4	15-8	65-5	27-0	9-4	6-0	10-1	12-1
ew Brunswick—																				
6—Fredericton.....	54-7	50-9	49-0	32-2	29-3	32-8	48-0	47-3	35-8	61-1	29-8	31-4	62-4	15-0	66-9	27-3	10-0	6-0	8-1	13-5
7—Moncton.....	51-0	48-1	49-5	30-8	28-7	....	50-9	49-6	37-2	62-4	29-2	31-3	66-4	15-0	67-4	27-6	9-3	6-1	10-5	13-3
8—Saint John.....	52-5	49-4	45-4	31-2	27-8	30-0	50-2	51-6	36-5	62-5	28-3	32-0	67-3	16-0	66-7	27-6	9-3	6-4	8-5	12-8
Quebec—																				
9—Chicoutimi.....	49-0	47-6	48-5	34-3	26-5	....	....	47-0	39-7	....	29-5	....	64-8	15-0	61-7	27-0	10-0	6-3	....	13-0
10—Hull.....	47-8	44-4	45-1	31-0	26-1	30-7	49-7	46-0	34-4	59-4	28-0	30-3	63-6	15-0	61-1	24-4	8-5	5-8	9-3	10-5
11—Montreal.....	53-0	48-3	49-1	31-6	27-8	30-5	49-8	46-5	36-6	62-4	29-2	31-5	65-6	15-5	61-5	25-5	8-1	5-9	9-6	12-1
12—Quebec.....	53-8	49-7	50-9	31-4	26-3	30-3	45-8	42-3	35-0	57-9	29-0	31-1	62-3	15-0	61-4	26-1	8-1	6-0	9-4	12-2
13—Saint Hyacinthe.....	43-9	40-9	41-2	30-0	24-6	33-3	....	45-7	35-5	59-7	28-2	30-5	59-5	14-0	62-0	24-5	7-6	6-1	9-7	12-3
14—Saint Johns.....	....	....	....	....	....	....	....	....	....	63-5	....	32-0	61-3	14-0	64-8	26-0	7-3	5-9	9-8	12-9
15—Sherbrooke.....	51-7	48-0	44-9	31-0	27-3	34-3	....	46-5	33-8	57-6	27-1	31-7	62-4	15-0	62-4	26-5	9-5	6-3	9-5	12-6
16—Sorel.....	48-9	44-4	46-2	29-8	27-5	....	....	45-3	34-0	61-4	29-0	31-0	58-5	14-0	62-0	25-2	7-5	6-2	9-5	13-6
17—Thetford Mines.....	45-7	44-3	....	31-0	24-0	....	....	41-5	33-5	46-5	2-97	30-4	56-8	14-0	62-3	25-0	7-3	6-1	8-2	14-1
18—Three Rivers.....	48-5	45-4	43-2	32-0	25-6	31-7	....	45-2	34-5	60-5	28-3	29-9	61-1	15-0	61-4	25-7	7-6	5-8	9-4	12-4
Ontario—																				
19—Belleville.....	50-4	46-8	49-0	29-8	28-0	28-3	46-8	48-4	35-5	62-9	28-2	30-8	57-3	15-0	63-1	25-1	8-7	5-8	8-8	12-2
20—Brantford.....	50-8	47-5	48-0	31-0	27-5	31-7	50-6	51-2	36-8	61-8	27-7	30-9	61-7	15-0	63-5	25-5	8-3	6-0	9-0	12-3
21—Brockville.....	52-8	48-9	50-6	32-1	28-3	....	50-2	49-4	35-9	63-4	27-9	29-9	60-5	15-0	62-3	26-1	8-7	6-2	9-5	12-3
22—Chatham.....	50-9	47-1	48-2	31-4	27-9	....	49-3	50-8	37-4	62-3	27-4	31-2	57-4	15-0	63-1	24-2	8-5	5-8	8-1	11-5
23—Cornwall.....	52-0	48-6	50-1	31-0	30-6	....	....	49-3	38-6	63-9	28-1	30-7	61-1	15-0	62-7	24-7	7-8	6-4	8-4	12-1
24—Fort William.....	50-4	46-9	50-2	30-9	28-4	....	50-5	50-0	40-0	59-9	27-2	30-0	63-4	16-0	64-0	25-8	9-3	6-2	8-8	11-3
25—Galt.....	50-0	47-0	48-2	30-2	27-4	....	51-3	50-7	36-3	63-1	28-0	30-8	61-1	15-0	63-5	24-6	8-5	6-0	9-3	12-4
26—Guelph.....	51-1	47-6	48-7	31-6	29-1	36-6	51-0	51-7	37-3	62-1	27-4	30-8	59-2	15-0	64-0	24-4	8-3	5-9	9-2	12-2
27—Hamilton.....	50-2	47-0	49-0	31-5	28-5	33-6	50-8	50-7	35-6	63-2	27-7	31-1	62-8	16-0	63-9	24-9	8-2	5-9	9-5	12-0
28—Kingston.....	51-4	46-5	47-9	30-3	27-0	32-8	49-3	48-9	34-6	59-7	27-6	30-8	61-6	15-0	62-1	24-6	8-4	6-0	9-4	12-3
29—Kitchener.....	50-0	46-4	49-5	30-3	27-0	33-4	48-3	50-7	35-5	61-9	27-4	30-6	59-1	15-0	63-9	24-4	8-7	5-9	9-0	11-8
30—London.....	50-6	46-5	48-4	31-2	28-2	33-3	51-5	49-5	35-1	63-0	27-4	30-8	58-7	15-0	63-6	25-2	8-4	5-6	9-1	12-0
31—Niagara Falls.....	48-1	45-0	47-6	29-8	26-2	....	49-0	49-6	35-7	62-7	27-5	30-6	62-3	15-5	63-9	25-7	8-3	6-4	9-3	12-4
32—North Bay.....	51-4	47-6	49-4	30-8	28-0	....	....	49-0	38-0	64-2	28-0	31-5	67-6	16-0	65-1	25-4	9-3	6-2	9-8	12-6
33—Oshawa.....	49-7	47-7	50-2	30-6	27-2	32-3	49-7	50-9	36-1	62-6	27-4	30-4	63-3	15-0	63-6	24-7	8-3	5-9	8-6	12-3

COAL AND RENTALS BY CITIES, NOVEMBER, 1947

Canned Vegetables															Sugar				Coal			
Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin													Sugar	Sugar			Coal	Coal		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
24-2	17-8	19-0	12-1	6-7	39-3	20-1	23-8	46-6	67-1	50-5	29-2	41-4	37-0	9-8	9-3	64-6	50-0	.....	14-63	25-00-29-00(b)	1
27-8	18-3	20-9	14-8	5-5	45-5	19-1	20-2	43-7	55-8	53-0	29-1	42-6	37-3	10-0	9-9	61-1	49-9	.....	15-87	28-00-32-00	2
27-5	17-3	.....	14-7	5-9	49-2	21-8	19-6	46-3	55-7	51-2	33-7	42-3	37-7	9-9	10-0	61-7	50-0	.....	.....	16-00-20-00	3
30-9	18-1	19-8	15-3	6-0	52-8	20-2	22-6	47-3	65-1	52-2	33-1	43-5	37-4	10-0	9-9	62-4	50-6	.....	10-20	20-50-24-50(b)	4
21-8	17-3	20-4	15-5	5-7	44-9	21-7	19-3	42-5	63-8	54-2	.....	42-1	37-6	9-8	9-9	61-5	52-6	.....	14-30	.....	5
29-8	18-6	.....	13-0	5-8	45-5	17-5	23-2	47-3	59-9	51-7	31-5	42-6	37-9	9-7	9-6	63-7	49-8	.....	15-50	21-00-25-00(b)	6
25-8	17-8	18-7	13-1	5-7	38-6	17-5	21-0	39-7	58-5	52-5	29-9	40-4	38-4	10-2	10-1	59-2	49-5	.....	14-80	27-00-31-00(b)	7
28-5	18-2	23-2	13-0	5-6	45-8	17-8	21-2	43-0	54-3	51-6	29-9	42-0	37-2	10-1	9-9	59-3	50-0	.....	15-50	21-00-25-00(b)	8
24-8	16-6	22-0	12-6	9-7	50-1	15-0	23-0	50-8	59-0	55-8	.....	.....	37-7	9-9	9-5	65-8	52-9	21-00	.....	.....	9
26-2	15-8	25-0	13-5	7-4	50-9	18-7	22-4	34-7	50-4	49-8	32-5	37-1	35-1	9-5	9-3	53-8	52-3	20-00	.....	16-50-20-50	10
23-6	17-8	22-0	13-5	7-4	48-7	20-9	21-3	38-1	46-1	49-0	30-2	39-6	36-1	9-6	9-6	58-8	52-6	20-75	.....	24-50-28-50(b)	11
25-3	18-4	24-0	13-3	8-2	46-3	21-2	23-2	38-0	53-6	50-1	33-0	43-0	37-8	9-6	9-5	56-3	52-4	19-25	.....	29-00-33-00(b)	12
21-5	17-4	20-8	13-6	8-0	50-5	19-2	24-4	46-7	48-8	49-3	33-3	36-9	37-4	9-3	9-2	54-6	51-4	20-00	.....	.....	13
22-3	20-7	19-2	11-5	8-0	55-5	21-7	23-3	47-0	49-0	50-3	34-3	.....	.....	9-3	9-1	53-9	51-8	20-00	.....	.....	14
24-2	17-3	23-6	14-0	7-1	45-4	21-3	23-7	35-5	47-3	51-0	33-0	41-5	38-2	9-2	9-3	55-8	52-2	21-35	.....	21-50-25-50(b)	15
23-1	17-1	21-8	12-6	9-3	51-0	19-1	22-5	41-7	47-5	50-5	34-9	42-4	38-4	9-4	9-1	58-3	51-8	20-00	.....	.....	16
23-8	17-1	17-4	13-4	8-1	47-2	20-6	23-0	46-0	55-0	51-8	30-7	39-7	39-7	9-9	9-4	58-6	49-5	22-00	.....	.....	17
22-6	16-6	20-3	13-5	7-4	49-4	20-1	24-1	42-4	49-0	50-9	31-6	39-6	40-3	9-5	9-2	58-7	53-0	18-50	.....	21-00-25-00(b)	18
22-9	17-3	24-9	13-5	5-6	52-6	19-8	21-6	37-3	50-7	49-8	30-7	37-2	35-0	9-6	9-5	53-9	51-8	18-10	.....	.....	19
.....	17-6	20-8	10-8	6-2	50-0	21-5	20-0	38-3	44-9	49-8	32-4	35-8	34-9	9-4	9-4	56-2	51-1	19-50	.....	22-50-26-50	20
27-0	17-8	25-0	14-3	7-0	49-9	21-8	22-6	38-6	54-3	52-4	33-2	39-5	34-8	9-4	9-3	54-7	51-2	19-50	.....	.....	21
.....	17-6	22-5	12-4	6-4	48-3	20-2	21-2	33-8	44-9	50-2	31-0	37-3	34-0	10-1	10-1	55-9	52-0	20-00	.....	23-00-27-00	22
27-8	19-5	23-9	14-0	6-7	52-5	18-2	23-0	34-4	47-6	51-4	33-4	38-2	35-9	9-6	9-6	54-9	51-3	20-50	.....	.....	23
32-1	17-0	17-0	10-9	5-9	48-9	20-7	23-5	39-7	51-4	48-5	27-5	40-9	32-6	10-0	10-0	55-5	49-8	.....	19-80	28-50-32-50	24
27-8	17-7	21-7	.....	5-7	52-0	20-8	21-2	37-8	46-8	47-6	31-1	35-4	33-6	9-4	9-2	55-4	53-0	20-25	.....	25-50-29-50	25
26-6	18-0	22-5	10-4	5-5	52-8	20-4	20-5	35-8	45-7	48-5	30-6	37-1	34-5	9-7	9-6	54-1	52-5	19-50	.....	24-00-28-00	26
28-1	17-4	23-9	13-3	5-8	54-8	20-6	20-7	44-5	46-7	48-9	30-7	37-7	34-9	9-5	9-5	55-7	51-9	19-00	.....	28-50-32-50	27
26-3	17-8	22-5	.....	6-7	51-7	20-9	20-9	39-3	51-4	50-3	33-1	40-6	34-0	9-3	9-2	55-9	51-8	20-00	.....	32-00-36-00	28
26-6	18-1	22-2	10-6	6-1	49-8	20-8	20-7	40-8	49-4	48-2	31-6	37-5	33-9	9-6	9-5	52-7	53-0	19-50	.....	30-00-34-00	29
25-4	18-1	23-1	13-2	5-7	54-1	19-9	20-1	35-8	49-9	49-7	30-8	37-4	35-2	10-0	9-8	56-3	51-4	20-00	.....	27-50-31-50	30
22-7	16-8	.....	14-2	5-2	50-3	19-7	18-9	42-6	43-3	49-0	27-8	38-6	33-5	9-6	10-0	55-1	51-7	18-75	.....	28-50-32-50	34
29-0	18-3	.....	15-1	6-5	53-6	22-0	21-4	40-4	52-5	52-0	31-3	39-7	37-2	10-6	10-5	60-0	52-0	20-50	.....	23-00-27-00	32
27-1	16-7	21-4	13-2	5-5	47-5	22-2	18-5	42-0	46-9	49-8	.....	38-7	33-4	10-1	9-8	56-6	52-1	19-50	.....	27-50-31-50	33

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.	Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulder, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
34—Ottawa.....	49-4	46-3	48-4	29-9	26-9	30-4	48-6	40-4	35-0	61-6	28-2	30-5	64-4	15-0	62-8	25-4	8-4	6-1	9-5	12-2
35—Owen Sound.....	50-3	46-6	48-3	31-0	27-0	.....	.....	51-0	37-1	61-8	27-7	30-8	58-7	15-0	63-7	23-7	8-7	6-0	7-7	11-4
36—Peterborough.....	51-3	47-1	49-0	31-3	27-7	33-2	50-5	50-6	36-0	62-3	27-3	30-8	58-2	15-0	62-9	26-1	8-0	5-8	9-5	11-9
37—Port Arthur.....	50-3	47-4	48-6	32-7	30-3	32-7	50-8	51-4	39-0	65-7	27-7	29-7	63-5	16-0	63-7	26-6	9-3	6-3	8-2	10-9
38—Saint Catharines.....	49-4	46-0	48-7	31-4	27-9	.....	.....	52-0	35-5	63-1	28-0	31-1	63-5	15-5	63-5	25-4	8-1	6-3	9-1	11-9
39—Saint Thomas.....	50-4	47-0	48-8	31-2	27-8	31-4	50-0	51-8	37-3	61-9	27-9	30-8	60-6	15-0	65-0	25-1	8-2	5-7	9-4	12-5
40—Sarnia.....	51-1	47-6	48-2	31-7	27-2	.....	50-7	50-9	36-9	61-9	27-5	31-6	62-7	15-0	64-3	25-4	8-7	6-1	9-2	11-3
41—Sault Ste. Marie.....	50-6	47-1	46-0	30-7	27-1	.....	49-7	49-7	38-7	61-0	28-3	30-2	67-0	16-0	66-0	24-5	8-7	6-3	9-0	11-4
42—Stratford.....	47-8	45-8	47-6 (c)	31-0	27-4	.....	46-7	48-2	34-5	61-1	27-9	31-8	57-2	15-0	62-9	24-8	8-3	5-5	9-4	12-3
43—Sudbury.....	48-3	45-6	45-3	33-1	28-4	.....	47-0	48-1	37-8	61-3	28-2	31-0	66-7	16-0	64-2	24-9	9-3	6-5	9-3	12-5
44—Timmins.....	50-5	46-9	48-4	30-5	28-8	30-4	52-4	49-9	38-5	63-4	27-9	30-7	67-1	17-0	64-3	26-1	9-7	6-3	9-5	11-9
45—Toronto.....	51-0	47-3	49-9 (c)	32-3	28-4	33-1	50-3	52-1	35-7	63-1	28-2	30-5	64-0	16-0	63-7	24-5	8-1	6-1	9-1	11-8
46—Welland.....	49-2	46-7	45-7	30-1	26-3	28-0	49-4	50-5	36-5	61-0	27-9	30-8	62-2	16-0	63-6	24-8	8-7	5-9	9-0	11-6
47—Windsor.....	49-7	46-3	48-2	31-1	27-8	.....	50-3	51-1	36-9	61-8	27-3	30-4	62-0	16-0	63-7	25-0	8-7	6-2	9-2	11-7
48—Woodstock.....	50-5	47-7	.....	31-7	28-5	.....	.....	51-3	37-7	61-6	27-6	31-4	59-5	15-0	63-2	24-6	8-1	5-1	8-7	12-8
Manitoba—																				
49—Brandon.....	48-8	44-6	46-7 (c)	28-8	27-9	.....	48-0	49-2	.....	59-8	25-4	32-0	56-6	14-0	61-4	25-9	8-9	6-1	6-8	11-7
50—Winnipeg.....	48-3	43-5	41-1 (c)	28-1	25-8	31-1	46-6	48-4	36-3	62-1	26-0	31-1	60-6	15-0	61-9	26-6	9-2	6-0	8-9	12-0
Saskatchewan—																				
51—Moose Jaw.....	45-6	42-4	41-8 (c)	27-7	24-6	.....	.....	45-2	33-0	62-3	25-5	33-8	55-7	14-0	61-2	26-0	9-1	6-0	7-8	11-6
52—Prince Albert.....	43-7	41-7	41-5 (c)	27-0	25-5	29-0	44-5	44-3	33-3	58-3	25-9	32-7	53-3	14-5	62-0	25-6	8-0	6-1	8-1	12-8
53—Regina.....	45-8	42-9	43-0	26-9	24-5	29-8	46-5	47-0	35-4	61-7	25-6	33-7	55-4	14-0	61-6	27-6	9-0	6-2	7-3	12-4
54—Saskatoon.....	49-4	45-3	45-9	29-8	27-7	32-0	46-7	47-5	35-8	62-8	25-5	32-6	56-1	14-5	62-6	26-7	9-0	5-8	7-8	12-1
Alberta—																				
55—Calgary.....	49-6	45-7	46-1 (c)	30-4	28-9	30-3	46-2	47-5	34-4	65-6	25-1	31-2	56-3	14-0	62-5	26-3	9-6	6-2	7-8	11-8
56—Drumheller.....	51-2	46-6	44-3	29-0	25-2	.....	.....	48-6	35-5	62-3	27-1	32-8	54-3	14-0	64-0	26-8	10-4	6-4	12-0	12-6
57—Edmonton.....	48-9	43-9	44-4 (c)	28-6	29-1	28-4	44-5	46-7	35-2	59-5	25-3	32-5	54-7	14-0	62-7	26-0	8-8	6-0	8-3	12-4
58—Lethbridge.....	48-7	45-0	42-5	27-5	28-7	29-3	44-7	47-5	34-3	61-5	25-3	32-6	55-3	14-0	62-0	25-7	10-2	6-0	7-6	11-3
British Columbia—																				
59—Nanaimo.....	56-0	50-8	53-7	31-7	31-0	.....	53-5	.....	.....	71-0	.....	36-3	55-9	17-0	66-3	28-1	12-0	6-3	8-9	12-6
60—New Westminster.....	53-4	48-8	50-7	30-9	30-1	.....	50-8	51-3	38-8	64-4	28-8	31-6	53-2	15-0	64-6	26-2	10-5	6-2	9-8	11-8
61—Prince Rupert.....	53-5	49-0	52-3	31-0	29-7	.....	51-3	51-7	37-0	61-5	29-1	34-6	61-6	19-0	66-8	29-0	13-0	6-7	10-5	11-0
62—Trail.....	55-5	49-5	52-7	32-8	31-8	33-0	49-2	52-8	40-7	66-0	27-2	33-0	60-7	17-0	65-3	27-5	12-0	6-8	9-1	10-7
63—Vancouver.....	54-0	48-9	51-4	31-9	30-6	34-0	52-3	52-7	39-4	68-0	28-8	31-7	54-0	15-0	64-6	26-3	11-4	6-3	8-9	12-1
64—Victoria.....	54-0	50-1	51-6	32-2	30-9	32-7	53-3	53-6	40-8	67-8	29-8	32-8	56-2	17-0	65-7	27-0	10-7	6-3	9-4	12-5

COAL AND RENTALS BY CITIES, NOVEMBER, 1947

Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$		
26-7	17-6	25-6	14-8	7-3	53-2	22-3	21-1	33-4	50-0	50-3	32-2	40-7	35-4	9-4	9-3	55-7	51-2	20-00	.....	33-00-37-00	34
.....	17-8	21-7	10-2	5-4	47-9	21-0	19-7	38-0	54-4	49-6	29-0	40-2	33-0	9-6	9-5	57-6	52-4	19-50	.....	18-50-22-50	35
26-0	17-1	22-9	9-7	5-1	45-2	22-5	21-1	36-5	45-5	49-3	.....	41-0	34-1	9-8	9-9	53-6	51-7	20-75	.....	27-50-31-50	36
31-5	17-3	18-2	11-8	5-9	50-3	21-1	24-5	35-9	55-0	49-7	27-6	41-5	32-3	10-4	10-3	54-7	50-0	.....	19-80	24-00-28-00	37
22-7	18-0	.....	11-9	5-2	55-3	20-7	20-1	36-2	49-9	49-1	27-5	36-1	35-3	9-6	9-7	55-2	51-8	19-50	.....	28-00-32-00	38
27-2	18-0	19-7	12-1	6-3	51-9	20-7	20-3	44-7	51-4	52-2	33-2	41-3	36-1	10-0	9-9	56-3	52-6	19-50	.....	22-00-26-00	39
23-3	18-6	21-7	10-5	7-0	47-6	20-7	22-2	44-5	51-8	53-0	30-3	40-3	33-5	10-1	9-9	56-3	52-0	20-00	.....	.....	40
27-7	18-5	23-5	14-2	6-7	55-9	18-2	22-8	32-7	57-7	50-3	28-3	38-7	35-4	9-9	9-7	51-7	51-5	21-00	.....	24-00-28-00	41
26-7	18-0	22-8	9-9	5-9	50-8	20-0	19-1	38-9	50-3	48-8	29-6	38-0	35-5	10-0	9-9	56-4	51-6	20-00	.....	22-00-26-00	42
28-0	17-0	22-9	15-7	6-2	52-6	21-4	22-8	37-7	56-6	50-0	30-7	38-9	37-3	10-2	10-0	55-6	50-5	21-10	.....	30-00-34-00	43
32-0	18-3	23-7	15-5	6-6	57-9	20-5	22-4	37-5	55-8	53-6	32-0	39-3	33-1	10-2	10-1	52-1	51-2	22-50	.....	30-00-34-00	44
26-5	17-7	23-7	12-3	5-4	51-0	20-3	19-5	34-7	46-5	47-7	30-3	37-5	34-5	9-7	9-6	56-4	52-2	19-00	.....	34-00-38-00	45
21-5	16-9	20-3	13-5	5-2	51-4	20-0	19-4	36-7	42-9	49-5	26-7	36-2	34-7	9-5	9-5	50-6	51-3	19-30	.....	.....	46
21-7	17-9	20-0	12-6	5-6	48-3	20-3	20-6	37-2	47-7	51-2	31-0	36-7	34-1	9-6	9-5	54-9	51-5	20-00	.....	27-00-31-00	47
23-7	17-3	21-8	12-3	5-4	49-2	19-5	19-1	35-3	46-3	48-5	30-0	38-5	34-9	9-7	9-7	55-3	51-5	19-50	.....	.....	48
.....	18-2	19-9	11-7	7-2	45-1	21-0	22-9	42-9	53-8	59-3	28-9	43-7	36-7	10-5	10-3	55-2	50-1	.....	14-25	23-50-27-50	49
28-3	18-5	20-6	13-3	6-2	41-7	20-1	20-6	38-0	46-0	56-7	28-7	40-9	34-0	10-0	10-0	50-9	48-8	.....	15-30	29-00-33-00	50
30-7	17-3	19-0	.....	5-6	53-1	19-7	20-5	41-7	48-7	.....	30-7	.....	35-5	10-5	10-5	55-3	49-3	.....	12-50	25-50-29-50	51
19-7	18-1	19-1	12-6	7-8	50-0	23-2	21-7	41-8	48-0	47-5	29-7	42-1	32-9	11-2	11-1	51-3	50-8	.....	12-60	21-00-25-00	52
27-4	19-1	19-1	9-3	6-5	44-9	20-3	21-5	37-4	40-6	61-3	28-7	42-4	34-3	11-1	11-1	56-8	53-0	.....	13-60	30-00-34-00	53
27-4	18-5	19-8	13-2	6-2	50-9	21-3	21-1	37-7	49-9	49-5	27-6	42-2	33-9	11-5	11-7	56-0	48-9	.....	12-40	24-00-28-00	54
27-3	17-4	17-9	11-6	6-3	61-4	20-0	21-7	37-8	54-6	53-2	27-7	39-8	34-5	10-7	11-1	54-1	48-6	.....	10-25	27-00-31-00	55
25-7	17-9	18-7	11-4	6-4	63-7	20-3	23-6	38-3	56-4	59-2	30-2	41-3	38-0	11-0	11-1	54-5	49-0	.....	.....	23-50-27-50	56
26-3	16-5	18-3	12-3	6-7	44-3	21-4	23-0	41-2	49-2	57-1	27-8	41-6	30-5	10-5	10-9	55-9	48-5	.....	7-60	26-00-30-00	57
27-0	17-5	18-1	10-5	7-1	51-0	20-1	22-5	39-6	55-7	.....	29-4	41-4	33-7	10-7	11-5	52-1	49-4	.....	7-00	24-00-28-00	58
24-7	17-7	20-0	.....	6-5	58-3	20-4	20-7	42-4	43-1	60-0	31-2	40-0	30-0	10-3	10-6	53-7	48-1	.....	.....	18-00-22-00	59
23-3	17-3	20-1	.....	6-6	56-6	19-2	20-3	34-4	40-5	53-3	28-1	39-6	28-6	9-4	9-3	53-6	48-9	.....	15-45	21-00-25-00	60
27-4	19-7	23-1	13-1	7-5	63-8	20-9	19-2	47-0	52-4	54-3	32-0	42-1	33-1	10-6	10-3	55-4	47-7	.....	17-25	20-00-24-00	61
26-3	18-0	19-3	.....	7-0	65-4	18-7	22-4	38-9	61-9	.....	27-7	40-1	36-5	10-4	10-2	54-9	49-7	.....	13-50	23-00-27-00	62
24-5	17-1	19-5	14-0	6-3	63-1	19-0	20-6	36-3	39-0	56-8	27-8	36-9	31-4	10-1	10-2	54-6	47-7	.....	15-45	26-50-30-50	63
24-4	17-7	21-1	.....	7-5	63-0	19-3	21-1	35-7	39-9	57-1	28-3	38-9	29-3	10-6	10-3	56-5	49-9	.....	16-40	23-00-27-00	64

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and periodic sample surveys which are now being conducted by direct interview.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone in.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS
1926=100

	1913	1918	1920	1922	1926	1929	1933	1939	1941	1945	1946	August 1947	Sep- tember 1947	Octo- ber 1947
All commodities	64.0	127.4	155.9	97.3	100.0	95.6	67.1	75.4	90.0	103.6	108.7	130.8	133.8	139.3
Classified according to chief component material—														
I Vegetable Products.....	58.1	127.9	167.0	86.2	100.0	91.6	59.3	63.7	77.0	97.0	97.8	115.0	122.1	126.8
II Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	109.0	59.4	74.6	92.1	107.9	114.5	131.6	135.9	140.7
III Fibres, Textiles and Textile Products.....	58.2	137.1	176.5	101.7	100.0	91.3	69.7	70.0	91.0	91.8	97.0	134.1	134.2	137.4
IV Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.0	93.9	62.8	79.2	96.0	120.0	126.1	165.8	166.3	175.7
V Iron and Its Products.....	68.9	156.9	168.4	104.6	100.0	93.7	85.4	98.5	111.3	117.1	126.1	136.8	136.8	148.6
VI Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	100.0	99.2	64.3	71.3	77.7	79.8	88.0	133.0	134.6	134.9
VII Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.0	92.9	84.4	85.3	95.2	102.0	103.1	117.3	117.5	119.1
VIII Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.0	95.4	81.3	79.8	98.9	99.4	95.2	110.4	112.6	111.9
Classified according to purpose—														
I Consumers' Goods.....	62.0	102.7	136.1	96.9	100.0	94.7	71.1	75.9	91.1	98.1	101.1	118.9	121.6	124.7
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	100.0	63.8	73.9	89.5	103.4	107.5	121.7	129.0	132.6
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	100.0	91.1	76.0	77.2	92.2	94.6	96.8	117.1	116.6	119.5
II Producers' Goods.....	67.7	133.3	164.8	98.8	100.0	96.1	63.1	70.4	83.6	100.7	105.7	131.4	135.0	139.8
Producers' Equipment.....	55.1	81.9	108.6	104.1	100.0	94.6	86.0	95.4	105.7	119.1	121.2	136.2	136.2	139.3
Producers' Materials.....	69.1	139.0	171.0	98.2	100.0	96.3	60.5	67.6	81.1	98.7	104.0	130.9	134.9	139.9
Building and Construction Materials.....	67.0	100.7	144.0	108.7	100.0	99.0	78.3	89.7	107.3	107.3	134.8	167.7	170.8	185.4
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.0	95.9	57.5	63.9	76.6	93.8	98.8	124.7	128.8	132.2
Classified according to origin—														
I Farm.....	59.2	134.7	176.4	91.2	100.0	90.1	59.3	61.8	75.9	91.7	93.1	112.5	118.7	123.1
A. Field.....	70.1	129.0	146.0	95.9	100.0	105.5	61.0	75.5	91.6	101.6	107.6	129.1	132.2	136.3
B. Animal.....	64.1	132.6	160.6	88.0	100.0	100.8	51.0	64.3	72.8	109.7	111.9	120.0	120.4	122.9
II Marine (Canadian).....	65.9	111.6	114.1	91.7	100.0	105.3	62.9	71.2	92.1	131.7	144.0	151.3	151.3	167.2
III Forest.....	60.1	89.7	151.3	106.8	100.0	93.7	63.0	78.9	95.6	119.2	131.3	164.4	164.8	174.0
IV Mineral.....	67.9	115.2	134.6	106.4	100.0	92.8	80.6	85.8	95.5	100.2	103.8	122.5	123.1	127.2
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	100.0	97.5	56.6	67.5	81.8	105.6	109.5	133.1	133.5	138.6
All manufactured (fully or chiefly).....	64.8	172.7	156.5	100.4	100.0	93.0	70.2	75.3	88.8	94.0	98.8	117.1	123.0	127.5

* Revised

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Description of Index	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
		Whole-sale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Whole-sale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Whole-sale, Board of Trade	Cost of Living, Ministry of Labour	Whole-sale, Federal Labour Department	Cost of Living, Federal Labour Department	Whole-sale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Whole-sale, Commonwealth and Statistics	Cost of Living, Commonwealth and Statistics	Whole-sale, Government and Statistics	Cost of Living, Government and Statistics
	Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910-1000	1936-1939 = 100	1936-1939 = 1000	180	1926-1930 = 1000
	Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910-1000	1936-1939 = 1000	1936-1939 = 1000	1936-1939 = 1000	1926-1930 = 1000	1926-1930 = 1000
1913.....		64.0	79.1	69.8	70.7		(g)	(g)	(h)	1125	814			748	628
1914.....		55.5	79.7	88.1	71.8		100	100	100	1090	855			805	676
1915.....		70.4	80.7	89.5	72.5		123			1204	908			882	724
1916.....		84.3	87.0	85.5	77.9		146			1379	906			1024	786
1917.....		124.3	117.5	102.4	107.6		176		204	1583	906			1225	850
1918.....		135.6	118.6	107.3	107.3		203		222	1723	1064			1282	912
1919.....		124.4	118.6	138.3	107.3		215		224	1854	1177			1536	1019
1920.....		155.9	124.4	184.4	124.4		249		224	2512	1488			1428	952
1921.....		110.0	129.9	197.6	129.7		286		200	1805	1320			1194	952
1922.....		97.3	120.4	96.7	119.7		183		173	1357	1101			1053	1010
1926.....		100.0	121.8	100.0	126.4		173		162	1357	1065			994	1006
1928.....		96.4	120.5	96.7	122.6		166		144	1357	1065			983	1004
1929.....		95.6	121.7	95.3	122.5		164		161	1305	1066			963	981
1930.....		86.6	120.8	86.4	121.7		157		158	1135	1041			964	976
1933.....		67.1	94.4	65.9	92.4		140		311	1047	932			1030	990
1938.....		78.6	102.2	78.6	100.8		156		137	1174	1000			1071	1035
1939.....		75.4	101.5	77.1	99.4		158		138	1146	999			1051	1073
1940.....		82.9	105.6	78.6	100.2		184		143	1273	1034			1111	1311
1941.....		90.0	111.7	87.3	105.2		199		174	1398	1082			1287	1513
1943.....		100.0	118.4	103.1	123.6		190		203	1766	1244			1373	1558
1944.....		102.5	118.9	104.0	125.5		190		207	1766	1288			1396	1558
1945.....		105.6	119.5	105.8	128.4		203		209	1792	1322			1405	1584
1946.....		108.7	123.6	121.1	139.2		203		208	1834	1341			1610	1608
1946—June		109.3	123.6	121.1	133.3		203		207	1848	1351			1610	1608
July.....		109.7	125.1	124.7	141.0		205		207	1848	1355			1608	1608
August.....		109.3	125.1	124.7	141.0		205		207	1848	1355			1608	1608
September.....		109.3	125.1	124.7	141.0		205		207	1848	1355			1608	1608
October.....		109.2	125.5	124.0	145.9		203		207	1863	1334			1545	1545
November.....		111.0	126.8	134.1	148.4		203		211	1870	1342			1551	1551
December.....		112.6	127.1	139.7	152.2		203		212	1870	1342			1562	1562
1947—January.....		114.2	127.0	140.9	153.3		204		212	1861	1340			1563	1563
February.....		118.4	127.8	144.6	153.2		204		212	1870	1333			1569	1569
March.....		120.4	128.9	149.5	156.2		203		212	1869	1372			1571	1571
April.....		122.9	130.6	147.7	156.1		203		213	1870	1386			1570	1570
May.....		125.3	133.1	147.1	156.0		203		213	1882	1383			1570	1570
June.....		127.8	134.9	150.6	158.4		203		217	1915	1412			1580	1580
July.....		129.1	135.9	153.6	160.3		203		217	1915	1412			1612	1612
August.....		130.8	136.6	153.6	160.3		203		217	1915	1412			1607	1607
September.....		133.8	139.4	157.4	163.8		203		217	1929	1408			1607	1607
October.....		139.3	142.2	157.4	163.8		203		217	1929	1408			1607	1607
November.....		143.6	143.6	157.4	163.8		203		217	1929	1408			1607	1607

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942 = 1000 computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised. (j) From August, 1945. "Consumers Price Index for Moderate-Income Families in Large Cities". (k) Old series dropped, June 17, 1947 = 203; new series "Index of Retail Prices" base June 17, 1947 = 100.

Explanatory Note as to Cost-of-Living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90 divided as follows:—food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.59; clothing (11.7 per cent), \$165.80; home furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

Wholesale Prices, October, 1947

There was a further sharp increase in wholesale price levels between September and October which advanced the composite index for 567 price series by 5.5 points to 139.3 (1926=100). Among group changes, iron and steel products rose 11.8 points to 148.6, reflecting substantially higher prices for pig iron, steel billets, rolling mill items, wire, car axles and iron and steel scrap. Sharp increases for pine, spruce, fir and cedar lumber

supported a gain of 9.4 points to 175.7 in the wood products group, while animal products advanced 4.8 points to 140.7 when higher prices for canned salmon, hides, leather, footwear and eggs outweighed a decline in butter and livestock. Vegetable products moved from 122.1 to 126.8 as upturns in oats, barley, bread, cocoa beans and corn overbalanced an easier price tone for potatoes, lemons and turpentine. Higher quotations for cotton underwear and woollen hosiery were responsible for an advance of 3.2 to 137.4 in the textile group, while non-metallic minerals rose 1.6 to 119.1 due to firmer prices for coke, sulphur and plaster. The non-ferrous metals group moved up 0.3 to 134.9 following an increase in silver. Chemicals and allied products recorded the only decline, dipping 0.7 to 111.9 due to weakness in quotations for tartaric acid and quinine sulphate which outweighed strength in putty, lithopone and fertilizers.

The index of Canadian farm product prices at wholesale rose 2.5 to 122.9 between September and October. Animal products advanced 3.0 points to 145.2 when higher prices for hides and skins and eggs overbalanced a decline in livestock. Substantial advances for oats and barley coupled with a small increase in hay outweighed a drop in potatoes to move the field products index up 2.1 to 109.5.

Farm Accidents in Canada and United States

AT the request of the Deputy Minister of Agriculture at Ottawa, the Sampling Unit of the Central Research and Development Division of the Dominion Bureau of Statistics conducted a sample survey, beginning in June, 1947, to determine the frequency of non-fatal accidents and fires on farms. Slightly more than 11,000, or rather less than two per cent of the farm households in Canada were included in the survey.

In order to conduct the survey as quickly and economically as possible, the Bureau carried it out in conjunction with the Seventh Labour Force Survey. The questionnaire sent out referred to all persons who either lived or worked on the sample farms between

June 1, 1946 and June 1, 1947. A "farm" according to the definition used in the Labour Force Surveys made by the Bureau must contain one or more acres and must have raised agricultural produce valued at \$50 or more in the preceding calendar year. The Bureau draws attention to the point that the estimates are subject to sampling errors and to possible errors in reporting and, consequently the figures given should be accepted with these reservations.

Not only do the greatest number of farm accidents occur in the Prairie Provinces, but the relative frequency of accidents is also greatest there. Quebec, on the other hand, is relatively the safest.

ESTIMATES OF THE REGIONAL DISTRIBUTION OF FARM ACCIDENTS IN CANADA FOR THE YEAR ENDING JUNE 1, 1947

	Number	Per cent Farm Accidents	Percentage of total Farm Population
Maritime Provinces.....	3,300	8.9	11.9
Quebec.....	3,300	8.9	28.7
Ontario.....	8,900	23.9	24.1
Prairie Provinces.....	20,800	55.9	32.9
British Columbia.....	900	2.4	2.4
Canada.....	37,200	100.0	100.0

ESTIMATES OF THE AGE DISTRIBUTION OF PERSONS INJURED IN FARM ACCIDENTS FOR THE YEAR ENDING JUNE 1, 1947

Age	Number	Percentage
Under 14 years	4,700	12.6
14-19	4,700	12.6
20-24	4,700	12.6
25-44	11,700	31.5
45-64	9,400	25.3
65 and over	2,000	5.4

From the point of view of agricultural production, the accidental injury of persons of working age is more serious than accidents which happen to either young people or old people.

In classifying the causes of farm accidents the "International List of Causes of Death" as used by the Bureau in the compilation of vital statistics, formed the base. This list, however, does not enumerate causes that frequently occur on farms. Hence the number of "other and unspecified" accidents is relatively large. The following were the causes as compiled from the sample survey for all Canada:—

Cause	Men	Women	Both
Burns.....	300	400	700
Cutting and piercing instruments.....	4,900	800	5,700
Falls.....	10,900	4,500	15,400
Crushing.....	5,000	400	5,400
Other and unspecified.....	8,900	1,100	10,000
Total.....	30,000	7,200	37,200

A more detailed analysis of the schedules showed that one of the common reasons for falls is the existence of open trap doors and inadequately protected stairways. The returns indicated too, that a great many injuries are caused by horses.

Of the total of 37,200 farm accidents reported upon, 3,900 occurred in houses; 6,300 in barns or outbuildings; 21,500 in fields, woodlots, etc.; and 5,500 off the farm. As to the nature of these injuries, 12,300 were fractures; 7,300 sprains and strains; 4,700 open wounds of upper limbs; 3,400 crushing with intact skin surface; 2,500 head injury, excluding skull fractures; 2,000 open wounds of lower limbs; 5,000 other injuries.

The category "fractures", it is explained, includes fractures of the upper and lower limbs, skull, spine and trunk. In view of the small size of a number of individual categories, they have been included in "other injuries."

It is pointed out that "the season of the year has a marked bearing on the occurrence of farm accidents". The estimated distribution of accidents covered by the sample survey by the month of occurrence follows: January, 2,000; February, 3,400; March, 3,200; April, 2,900; May, 5,100; June, 2,700; July, 3,300; August, 2,900; September, 3,200; October, 3,700; November, 2,600; December, 2,200.

One measure of the seriousness of farm accidents is the loss of time from the regular activity of the injured persons, especially heads of households. It was calculated from the returns obtained from the sample survey that about 600,000 man-days were lost by heads of households during the year ending June 1, 1947. Since other injured persons in the household are, in many cases, engaged in farm work, "it is clear," the report states, "that farm accidents caused a loss of time from productive agricultural work substantially in excess of 1,000,000 man-days."

Farm Fires in Canada

Despite the possibility of understatement in the reporting of farm fires, the report states that "the results of the survey indicate that farm fires occur with great frequency and cause enormous property damage." It was estimated on the basis of the sample survey that there were some 8,000 farm fires in Canada in the year ending June 1, 1947. These were classified by regions as follows: Maritime Provinces, 400; Quebec, 1,600; Ontario, 2,400; Prairie Provinces, 3,200; British Columbia, 400.

The estimate of farm fires by causes is included in the report as follows: defective chimneys and flues, 800; sparks on combustible roofs, 600; lightning, 700; inflammable liquids, 900; heating or cooking equipment, 1,900; electric wiring, 300; other and unknown causes, 2,800. It is noted that the causes, in many cases, indicate inadequate preventive methods and lack of carefulness. The total estimated value of property destroyed in farm fires in Canada, as stated in the report, for the period under review was \$10,254,000. The amount of loss covered by insurance is given as \$3,778,000, or 36.8 per cent.

Farm Accidents in United States

Designed to obtain a general picture of the farm accident situation in the United States, the Bureau of Agricultural Economics at Washington conducted a sample survey in January, 1947, of 15,000 farms in 814 counties. The method of selecting the farms was planned so as to obtain figures representative of the entire country. The Bureau's report states that "the figures thus obtained are the most complete yet available on farm accidents." The accidents reported upon included all injuries to persons living or working on the farms included in the survey, regardless of whether the injuries occurred on or off the farm. Moreover, the injuries reported "ranged in severity from a fatal burn to a mashed finger." (The Canadian survey covers only non-fatal farm accidents.)

It is asserted in the United States report that "if the farms included in the survey were typical of the entire country, the results would indicate that from October through December (1946) there were roughly 210,000 accidents that injured people living or working on farms; that the injuries cost a total of \$8,750,000 for medical, dental and hospital expenses; and that the time lost from usual activities totalled four and a half million days."

Grouping the accidents by regions, the report states that "the survey indicated that eight per cent of all injuries were in the Northeastern States; ten per cent in the Western States; 38 per cent in the North Central States; and nearly 44 per cent in the Southern States." Only 19 per cent of the injuries involving costs were covered by any insurance, and these were covered to an extent of only 15 per cent of the total costs to those insured.

In classifying the causes of farm accidents, the American report states that "falls injured

more farm people than any other type of accident, and falls on stairs and steps or from vehicles were the most common. Falls on ice and falls involving home furnishings also led to a number of serious injuries." It is asserted that "many of the common falls resulted from carelessness and the disorderly condition of stairways, shops, alleyways and barns. Machinery is designated as a factor in over 14 per cent of the accidents, and tractors in a third of the accidents caused by machinery. Corn pickers were the second most frequent cause of injuries by machinery. Of the other accidents caused by machinery, combines, circular saws, mowing machines, corn shellers and grain elevators were reported most frequently. "Farm animals caused 12 per cent of the accidents reported and horses and mules were responsible for 60 per cent of these."

Referring to the age groups of accident victims, the report states that "nearly 60 per cent of the people injured were adults between 25 and 64 years old." Between the ages of 14 and 64, "there were about four times as many boys and men injured as there were women and girls. Of the youngsters under 14, nearly 65 per cent were boys."

Other general classifications showed that only eight per cent occurred in connection

with housework, while about 56 per cent were suffered by people employed in farm work. Recreation and other activities accounted for the remainder. About half the accidents occurred outside the home, but on the farm. One-quarter were in the home and one-eighth were on the road or street. About 46 per cent of the accidents were met with by farm operators and in seven out of every ten accidents the operator was reported as doing farm work. In contrast to this, however, it is stated that, "although accidents to members of operators' families amounted to nearly 45 per cent of the total, only four out of ten were performing farm work."

General Conclusions

It is pointed out that in general the data listed in the American report "are not considered adequate for making national estimates of the number of accidents by types." It is admitted further that "the sample used was not large enough to answer certain fundamental questions," as, for example, "an adequately accurate estimate of fatal accidents out of all accidents on the Nation's farms. Nor was it large enough for reliable state accident estimates, or for more detailed study of the causes of accidents to farm people."

Position of Canadian Credit Unions in 1946

DURING the years 1939-1946 the number of credit unions in Canada increased from 844 to 2,422; the number of members increased from 151,554 to 687,722; and total assets rose from \$20,680,594 to \$187,340,422.

The Economics Division of the Federal Department of Agriculture in its annual survey of credit unions in Canada also points out that "there is little indication of any falling off in the rate of increase in members and assets, although in most provinces the number of new credit unions seems to be slowing down." However, it is noted that assets have been increasing rapidly. The average share investment per member increased from \$35 in 1945 to \$41 in 1946, and in the same year the average equity in assets per member rose from \$247 to \$272.

The first Canadian credit union was established in Quebec in 1900, and they were found only in that province until 1922, when they were set up in Ontario. In 1935, they were first organized in Nova Scotia, and by 1939 they had been set up in every other province as well. Quebec still leads the other provinces in the number of credit unions with

995 in 1946, followed by Ontario in second place with 304. They operate under provincial charters and are organized provincially into groups known as federations or leagues. It is stated that the objects of these leagues and federations are "to encourage and assist in educational and advisory work regarding credit unions, to assist in management, bookkeeping and accounting and to arrange for group bonding and the purchase of supplies." Their position is further strengthened by affiliation with the Credit Union National Association in the United States.

It was revealed that since their inception (only ten years ago in seven provinces, 12 years in Nova Scotia, 24 years in Ontario and 46 years in Quebec) Canada's credit unions have made loans to members amounting to \$330,654,751.

It is perhaps in the encouragement of savings by members that credit unions have performed one of their most useful functions. The total savings (shares plus deposits) by all members in Canada, 1940 to 1946, amounted to \$178,704,909, or an average of \$252.07 per member.

*Old Age Pensions and Pensions for Blind Persons in Canada as at September 30, 1947**

OLD age pensions and pensions for blind persons are non-contributory pensions subject to a means test and paid under a Dominion-Provincial plan. The provinces are responsible for the administration and the Dominion pays seventy-five per cent of the cost of the pensions paid in accordance with the terms of the agreements made under the authority of the Dominion Old Age Pensions Act. Before entering into an agreement with the Dominion the province must have legislation authorizing the provincial government to pay pensions and to make an agreement with the Dominion for reimbursement by the Dominion of its share of the cost of pensions. Before an agreement can come into force the plan for the administration of pensions proposed to be adopted by the province must be approved by the Governor in Council. An agreement continues in force so long as the provincial statute remains in operation or until after the expiration of ten years from the date the Dominion notifies the province of its intention to terminate the agreement.

Under the provisions of the Dominion Act a province is free to fix in its agreement with

the Dominion both the maximum pension payable and the maximum income allowed within the limits specified in the Act. The Dominion's contribution, however, cannot exceed seventy-five per cent of \$30 a month in any case and is payable only where the pensioner fulfils the requirements set forth in the Dominion Act and the Regulations made thereunder.

The principal requirements are age, residence and income. For an old age pensioner the age at which pension may be granted is seventy years and for a blind pensioner, twenty-one years. The Act requires that an applicant must have resided in Canada for the twenty years immediately preceding the date of the proposed commencement of the pension. Both the Act and the Regulations, however, make special provision for pensioners who have been absent during the twenty-year period. The maximum income, including pension, allowed in the case of an unmarried old

* This account incorporates the latest amendments to the Old Age Pensions Act as passed by Parliament in July 1947 and proclaimed effective retroactively to May 1, 1947.

PENSIONS IN RESP

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS IN

	Alberta	British Columbia	Manitoba
Act (Dominion) operative as from.....	Mar. 7, 1938	Dec. 1, 1937	Sept. 1, 1937
Number of pensioners.....	297	382	401
Average monthly pension.....	29.38	24.57	29.73
†Percentage of pensioners to total population.....	-037	-038	-055
Dominion Government's contributions for quarter ended Sept. 30, 1947.....	21,505.43	21,166.36	30,650.03
Amounts charged to Demobilization and Reconversion for quarter ended Sept. 30, 1947, and included in Dominion Government's contributions for the same period.....			
Dominion Government's contributions April 1-Sept. 30, 1947.....	37,285.30	41,869.07	53,097.45
Amounts charged to Demobilization and Reconversion for period April 1-Sept. 30, 1947, and included in Dominion Government's contributions for the same period.....	3,242.00	4,198.95	4,563.10
Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	419,905.46	587,944.20	613,929.05
Amounts charged to War App., War Expenditure and Demobilization, App. and Demob. and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	44,336.31	58,904.58	62,895.71
Charged to War Appropriation.....	25,340.82	34,386.71	36,303.69
Charged to War Expenditure and Demobilization Appropriation.....	3,017.21	3,846.04	4,244.21
Charged to Demobilization and Reconversion.....	15,978.28	20,671.83	22,347.81

†Percentages based on the estimated population as at June 1, 1946—Dominion Bureau of Statistics.

age pensioner is \$600 a year and in the case of a married old age pensioner, \$1,080 a year. Higher amounts are allowed for blind pensioners and for married old age pensioners with spouses who are blind.

The transfer of property by an applicant or his spouse may delay the granting of a pension. The provincial pension authority must decide whether or not an assignment or transfer of property was made for the purpose of qualifying the applicant for pension or for a higher pension than he would otherwise receive.

After pension is granted a provincial pension authority may, if authorized by provincial legislation, encumber any real property owned by the pensioner. No province requires an applicant to turn over his property to the provincial government either before or after granting pension.

In its agreement with the Dominion the province agrees to authorize the pension authority to recover, under certain conditions, out of the estate of any deceased pensioner the sum of the pension payments made to the pensioner.

In its agreement with the Dominion a province agrees to deal with an application in manner prescribed by regulation and to grant pension to any person residing in the province if satisfied that he is eligible to receive pen-

sion. Each province also agrees to pay the pension of any pensioner who transfers his permanent residence to such province and to reimburse any other province to the extent of 25 per cent of \$30 monthly or the amount of pension granted, whichever is the lesser, where the pensioner, during the last 1,095 days that he was present in Canada prior to reaching pensionable age or prior to making application, whichever is the later, was present in such province for a greater number of days than in any other province.

The details of administration are contained in the Dominion Old Age Pensions Regulations. The Act authorizes the Governor in Council to make a regulation setting up an interprovincial board to interpret and recommend alterations in the Dominion Regulations.

While the old age pensions regulations are regulations made by the Governor in Council under the authority of the Dominion Act they are made on the recommendation of the Dominion and provincial members of the interprovincial board and can become operative in a province only with the approval of the Lieutenant-Governor in Council of the province.

The accompanying tabular statistics show the scope of operations since the inception of the Old Age Pensions Act.

ECT OF BLINDNESS

RESPECT OF BLINDNESS IN CANADA AS AT SEPTEMBER 30, 1947

New Brunswick	Nova Scotia	Ontario	Prince Edward Island	Quebec	Saskatchewan	Northwest Territories	Totals
Sept. 1, 1937	Oct. 1, 1937	Sept. 1, 1937	Dec. 1, 1937	Oct. 1, 1937	Nov. 15, 1937	Mar. 30, 1938	
763	693	1,657	118	2,782	382	1	7,476
29.96	29.69	29.93	22.75	29.88	24.74	25.00	
159	113	.040	.128	.077	.046	.008	
57,389.54	43,137.86	125,663.87	6,018.75	210,361.67	21,863.00	75.00	537,831.51
	2,672.27					10.00	2,682.27
99,855.99	80,509.88	218,272.98	12,054.85	365,630.50	43,599.21	150.00	952,325.23
8,662.45	10,467.36	19,009.63	1,207.22	31,842.79	4,423.88	25.00	87,642.38
1,309,542.53	1,118,156.13	2,777,353.42	168,662.64	4,218,333.67	586,168.45	400.00	11,800,395.55
118,299.52	105,564.58	255,976.80	17,262.07	436,626.05	59,713.73	75.00	1,159,654.35
67,359.37	56,644.86	144,827.80	10,030.78	251,329.01	34,700.66		660,923.70
8,300.03	7,669.40	18,122.10	1,181.78	29,458.58	3,949.64		79,788.99
42,640.12	41,250.32	93,026.90	6,049.51	155,838.46	21,063.43	75.00	418,941.66

	Alberta	British Columbia	Manitoba
Act (Dominion) operative as from.....	Aug. 1, 1929	Sept. 1, 1927	Sept. 1, 1928
Number of pensioners.....	13,098	19,297	14,060
Average monthly pension.....	\$ 28.89	24.16	29.44
†Percentage of pensioners to total population.....	1.64	1.92	1.93
†Percentage of persons 70 years of age or over to total population.....	3.63	5.08	4.26
†Percentage of pensioners to population 70 years of age or over.....	45.17	37.84	45.35
Dominion Government's contributions for quarter ended Sept. 30, 1947.....	929,751.17	1,033,590.16	1,037,106.74
Amounts charged to Demobilization and Reconversion for quarter ended Sept. 30, 1947, and included in Dominion Government's contributions for the same period.....	1,618,177.03	2,020,125.50	1,774,282.94
Dominion Government's contributions April 1-Sept. 30, 1947.....	144,657.93	207,261.20	153,176.22
Amounts charged to Demobilization and Reconversion April 1-Sept. 30, 1947, and included in Dominion Government's contributions for the same period.....	28,166,390.62	38,682,655.46	35,211,560.75
Dominion Government's contributions from inception of the Old Age Pensions Act.....	1,954,549.67	2,725,723.74	2,149,324.85
Amounts charged to War App., War Expenditure and Demobilization App., and Demobilization and Reconversion since amendment under the War Measures Act and included in Dominion Government's contributions from inception of the Old Age Pensions Act.....	1,108,453.38	1,539,387.85	1,256,559.03
Charged to War Appropriation.....	135,169.18	188,444.44	144,384.66
Charged to War Expenditure and Demobilization Appropriation.....	710,927.11	997,891.45	748,381.16
Charged to Demobilization and Reconversion.....			

†Percentages based on the estimated population as at June 1, 1946—Dominion Bureau of Statistics.

Increased Minimum Wages for Farm Workers in England and Wales

CHANGES recently made in the statutory conditions of farm workers in England and Wales include higher minimum weekly rates, increased overtime rates, a reduction in the standard work-week, and the right to six, instead of four, public holidays with pay.

The Agricultural Wages (Regulation) Act, 1947, made important changes with respect to the machinery for regulating farm wages. It transferred permanently to the Agricultural Wages Boards for England and Wales and for Scotland the wage-fixing powers which were conferred on district committees by the earlier Acts, but which were transferred temporarily to the Boards during the war. The Boards are to have regard to the representations of these committees which become advisers to the Boards on local conditions.

The Boards now have power to fix minimum rates "so as to secure that workers employed in agriculture receive remuneration calculated by reference to periods during the currency of their employment," power to define overtime and to evaluate the benefits which may be reckoned as payment of wages in lieu of cash. The Act also provides for assessing the value for minimum wage purposes of workers' dwellings. A restriction in the Holidays with Pay Act, 1938, is removed which prevented the granting of annual holidays for farm workers of more than one week in a year or more than three consecutive days.

The minimum rate has been increased by the Board for England and Wales from August 31 last by 10s. a week for men, 8s.

for women and by varying amounts, according to age, for younger workers. For male workers of 21 and over, this represents an increase for the 48-hour week prescribed in 1946 from 80s., the rate in force from July 14, 1946 (L.G., 1946, p. 1372) to 90s. and for women of 21 and over from 60s. to 68s., except in a few areas where the weekly hours are less than 48 and the increase was to 62s.

The overtime rate for adult men was raised from 2s. 1d. an hour on ordinary week days to 2s. 4d. and from 2s. 6d. an hour to 2s. 10d. on the weekly short day, on Sundays and on the six public holidays granted in 1946. For adult women, the overtime rate for ordinary week days was advanced from 1s. 7d. to 1s. 9d. and for the short day, Sundays or public holidays from 1s. 11d. to 2s. 2d. Proportionate increases were made for younger workers of both sexes according to age.

Part time or casual workers' rates for adult males were raised by 3d. an hour and for women by 2d., with proportionate increases for younger workers.

As regards holidays with pay, one day's holiday is given for every consecutive two months' employment. The Orders fix the rates of holiday remuneration which must be paid for holidays due where employment ends before the agreed time at which holidays were to be taken.

Under their new powers, the Board has fixed cottage rents and board and lodging allowances for a seven-day week for male and female workers.

PENSIONS

AGE PENSIONS IN CANADA AS AT SEPTEMBER 30, 1947

New Brunswick	Nova Scotia	Ontario	Prince Edward Island	Quebec	Saskatchewan	Northwest Territories	Totals
July 1, 1936	Mar. 1, 1934	Nov. 1, 1929	July 1, 1933	Aug. 1, 1936	May 1, 1928	Jan. 25, 1929	
13,783	15,935	67,042	2,192	56,035	14,431	16	215,889
28.39	23.92	29.76	19.48	26.06	24.27	24.69	.....
2.87	2.60	1.63	2.33	1.54	1.74	0.13	.....
4.58	5.39	5.06	6.38	3.28	3.86	1.52	.....
62.65	48.29	32.23	36.53	47.09	45.10	8.74	.....
985,495.49	836,147.27	4,967,027.95	94,222.95	3,420,989.36	785,513.30	1,251.63	14,091,096.02
.....	59,670.98	.....	.....	.....	.....	170.19	59,841.17
1,674,732.46	1,630,963.60	8,538,978.26	185,649.18	6,363,603.14	1,563,165.53	2,477.63	25,372,155.27
153,903.69	236,273.44	738,060.10	18,285.25	602,373.72	162,840.57	420.25	2,417,252.37
20,836,854.08	29,001,146.19	165,613,017.23	3,103,827.36	94,712,736.23	33,882,153.77	38,065.51	449,248,407.20
1,900,288.33	2,251,568.03	9,810,188.92	246,465.10	8,489,493.41	2,284,855.56	2,841.48	31,815,299.09
1,007,715.09	1,160,792.77	5,496,719.84	141,252.62	4,955,916.70	1,325,022.81	1,358.34	17,993,178.43
143,617.85	167,128.57	697,642.68	16,765.61	571,954.48	153,643.42	215.31	2,218,966.20
748,955.39	923,646.69	3,615,826.40	88,446.87	2,961,622.23	806,189.33	1,267.83	11,603,154.46

Labour and Industry in New Brunswick

NEW labour legislation, active labour inspection, an extension of apprenticeship and a minimum of industrial unrest are reported by the New Brunswick Department of Labour for the fiscal year ending October 31, 1946.

The administrative jurisdiction of the Department is determined by the following Acts: the Minimum Wage Act, 1945; the Factories Act, 1946; the Stationary Engineers Act, 1946; the Industrial Standards Act, 1939; the Apprenticeship Act, 1944; the Forest Operations Commission Act, 1934; and until last spring, the Wartime Labour Relations Regulations (P.C. 1003), 1944.

New Factories Act

The Factories Act, 1946 (L.G., 1946, p. 1828) applies, in respect to certain provisions, to hotels, restaurants, shops, places of amusement and office buildings, as well as to factories.

The minimum age of 14, fixed for factories in 1943, was extended to all establishments covered by the 1946 Act, and in April of this year the age for such places of employment was raised to 16.

The maximum hours stipulated by the 1943 Act are the same. Women and young persons are not permitted to work more than nine hours a day or 54 in a week except with the written authority of the Minister.

In the matter of health and welfare, the 1946 Act made more detailed provision, and the factory inspector gave particular attention

to ensuring the observance of the new conditions. Of 743 recommendations made by the Inspectors during 1945-46, 414 dealt with machine-guarding and improved safety conditions.

It may be noted that a 1947 amendment to the Factories Act permits the Minister to require employees to undergo medical examinations for such industrial diseases as may be described by regulations. The latter are still to be made.

Silicosis is named in the amendment as an industrial disease. With the assistance of officers from the Industrial Hygiene Division of the Dominion Department of National Health and Welfare, a complete survey was made of all plants where it was considered that workers might be exposed to silicosis. Six hundred and ninety-nine persons were X-rayed by the Provincial Department of Health; 37 were found to have silicosis and 240 required further observation. Detailed reports were made on the results of this survey, and recommendations which would attack the conditions giving rise to the disease. At the end of the year arrangements were made with the Department of National Health and Welfare to reinspect the plants to see what action had been taken on the recommendations.

Labour Inspection

Under the Factories Act 1946, and Stationary Engineers Act, which was proclaimed July 1, 1946 (L.G., 1946, p. 1829), 912 plants, 33,414 male workers and 9,166 female employees were

inspected, and 194 were inspected more than once. Better conditions were reported generally but many recommendations for improvement were submitted to individual firms. Wherever employees were organized into unions, the Factory Inspector consulted the Union Committee as well as the employer.

Apprenticeship

The Department's apprenticeship plan was enlarged during the year. A full-time Director of Apprenticeship was appointed after two years of part-time service. Close connection is maintained with the Department of Veterans Affairs in order to give veterans the best facilities of both services. The need for an orderly training program is recognized, and many groups representing labour, employers and the general public have assisted in drawing up training schemes. In May, 1946, the following additional trades were declared appropriate for apprenticeship contracts: machinist, moulding, printing, blacksmith, sheet metal, boilermaker, cabinet maker, millwright, millworker, coppersmith, patternmaker, tinsmith, drafting, refrigeration, stone-cutting, and motor-vehicle body and fender repair. There are now 22 skilled trades under the Act. Minimum rates of pay have been revised for carpenters' apprentices in the last year of their training in Saint John. The Provincial Apprenticeship Committee recommended a shortening of the period of apprenticeship, where unusual progress is shown or the worker is a veteran or of mature age.

Minimum Wage Legislation

The Minimum Wage Act, 1945 (L.G., 1945, p. 1695) became effective on July 1, 1946. The Act applies to both men and women and provides machinery similar to that in the

other Provinces. It replaces the minimum wage provisions of the Labour and Industrial Relations Act, 1948 (L.G., 1938, p. 987). By the end of the year arrangements were being made for the appointment of a Minimum Wage Board of three or more persons representing equally employers and workers with an impartial chairman. Effective January 1, 1948, the first Minimum Wage Order of the Board will take effect. It sets out minimum wages for female employees of hotels, restaurants and other places of public accommodation.

Labour Relations

The New Brunswick Wartime Labour Relations Board carried on its duties in accordance with the Dominion-Provincial Agreement (L.G., 1944, pp. 610-616) concerning the application of the Dominion Regulations to industries within provincial jurisdiction until May 15, 1947. During 1945-46, 34 applications for certification of bargaining agents were granted; 3 applications were withdrawn, 4 were dismissed and one was still pending. Under the sections of the Regulations providing for the appointment of a conciliation officer or Board by the Dominion Minister of Labour when negotiations have continued for 30 days without prospect of agreement, eight applications for such intervention involving painters in Saint John were received by the Board. The Conciliation Officer was successful in bringing about an agreement.

Eight strikes occurred during the year involving 260 workers and 6,240 man-work days. Many threatened strikes were prevented as a result of the conciliation services of the Dominion and Provincial Departments of Labour. The Report emphasized the harmonious relations between employers and employees during the year.



DEPARTMENT OF LABOUR
CANADA

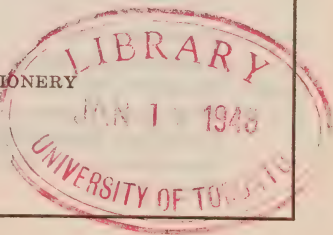
RESEARCH AND STATISTICS BRANCH

WAGES, HOURS AND WORKING
CONDITIONS IN THE PRIMARY
TEXTILES INDUSTRY IN
CANADA, 1946

(Issued as a supplement to the LABOUR GAZETTE November, 1947)

Minister—Hon. Humphrey Mitchell
Deputy Minister—Arthur MacNamara, C.M.G., LL.D.

OTTAWA
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KING'S PRINTER AND CONTROLLER OF STATIONERY
1947



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WAGES, HOURS, AND WORKING CONDITIONS IN THE PRIMARY TEXTILES INDUSTRY IN CANADA, 1946

This is the fourth in the annual series of special reports on wages and hours in the Primary Textiles Industry issued as a supplement to the *LABOUR GAZETTE*. In addition to the type of statistical data on wages and hours which has been included in the three previous reports, information relating to certain other conditions of work is presented here for the first time.

The statistics were compiled from returns obtained by the Department of Labour from employers in the industry. Information was requested for the nearest complete pay period prior to October 1, 1946.

Of the 336 establishments on the mailing list used in the survey, reports were obtained from 316 having a total of more than 60,000 employees. The selected occupations for which data on wages are shown included about 11,500 male workers and 18,000 female workers.

The first section of this report gives a series of tables, the first of which shows the index of wage rates for the Primary Textiles Industry since 1939, as well as separate indexes for each of the four main divisions of the industry, Cotton Yarn and Cloth, Woollen Yarn and Cloth, Knitting, and Rayon. The next four tables show the average straight-time hourly wages or earnings within each of these divisions for Canada as a whole. These are followed by 13 additional tables showing certain data for each of the four divisions by province or region.

Index of Wages.—The index of wage rates for the Primary Textiles group of industries was 65.6 per cent higher in 1946 than in 1939 and 9.3 per cent higher than in 1945. The increase in 1946, the largest in any single year since 1943 followed the relaxation of wage controls during the year. The percentage increases in 1946 compared with 1939 and 1945, respectively, are as follows for each of the four divisions of the industry: Cotton Yarn and Cloth, 61.6 and 8.7; Woollen Yarn and Cloth, 83.1 and 12.0; Knitting, 62.5 and 6.8; and Rayon, 64.7 and 10.6. *

Wage Rates and Average Hours Worked.—Employers in the industry were asked to report their straight-time wage rates or the average straight-time earnings for workers on piecework. Most of the wage-earners in the textile industry are paid on a piece-rate basis; however, information on both time and piecework is included.

In the tables on wage rates the averages shown are for selected representative occupations in each industry. They do not include the value of allowances to employees, such as, group insurance, sick benefits or other welfare plans. The figures are arithmetic averages and do not include any overtime premium earnings.

In the regional tables the hours per week are the averages of the hours actually worked by the employees in the occupation during the pay period covered.

The average straight-time wages or earnings per hour are shown for all qualified employees 18 years of age and over in each of the selected occupations on day and rotating shifts only. Information is not included for foremen and supervisors, learners and beginners, aged or handicapped workers or for part-time workers. Those working 24 hours per week or less were classified as part-time workers.

Workers in the same occupation do not necessarily have the same work load and the work load tends to be heavier for males than for females.

Any of the selected occupations which did not have 30 or more male employees or female employees was not included in the wage tables for Canada as a whole. In the regional tables, the minimum was ten employees, male or female. The published average wages for Canada, however, include all workers in the occupation, if there is a total of 30 or more employees, regardless of the regional minimum.

In the column headed "Range of Wages per Hour" are shown the ranges of hourly rates which include the middle 80 per cent of the workers in any occupation, ten per cent of the workers receiving greater and ten per cent less than the limits of the ranges shown. As stated above, the wages for all workers, however, were included in the average wages shown.

WORKING CONDITIONS IN THE PRIMARY TEXTILES INDUSTRY

This section contains information on certain conditions of work¹ in each of the four main divisions of the industry. The tables on standard hours, overtime and vacations with pay show the statistics by establishments and the numbers of workers according to region. The tables on shift work show the numbers of plant workers on the second and third shifts and the wage differential, if any. Some notes on Sunday work, sick leave with pay and production or incentive bonus are included in the text which follows.

WORKING CONDITIONS IN THE COTTON YARN AND CLOTH INDUSTRY

Survey Coverage, Table 19.—In terms of numbers of workers, the Cotton Industry is the largest of the four divisions of the Primary Textile Industry. Returns were tabulated for 35 mills employing 20,166 plant workers in 1946. Of these, 13,326 were in Quebec; 5,258 in Ontario; and 1,582 in the Maritime Provinces. The average number of workers per mill in Quebec was considerably greater than in Ontario or the Maritime Provinces, the average employment per mill being 888 as compared with 328 and 395, respectively, in the other areas. In Quebec, the four largest of the 15 establishments from which reports were received included 56 per cent of the workers in that province. Of the 16 establishments in Ontario, the largest four employed 50 per cent of the mill employees in that province.

Forty-one per cent of the mill workers in the industry were women. This proportion did not vary significantly between regions. Of the 35 mills reporting, 27 employed more male than female workers.

Collective Agreements.—In this industry, collective agreements were reported to be in effect in 24 establishments. Of these mills, 13 were in Quebec, nine in Ontario and two in the Maritime Provinces. By region, mill workers under agreement comprised 96 per cent of the total number of workers in reporting plants in Quebec, 71 per cent of those in Ontario and 63 per cent of those in the Maritime Provinces.

Standard or Normal Hours, Tables 20 and 21.—The standard working week in 1946 ranged from 40 to 55 hours in those mills which made returns to the Department. In Ontario, the predominant normal working week was 48 hours for both male and female employees. In Quebec, the 48 and 50-hour week were most common for male and the 42½ and 48-hour week for female workers, the average standard number of hours being 48·1 for males and 45·9 for females in this province. In the Maritimes, all establishments reported 50 hours as the normal work week.

The standard five-day week was common in both Quebec and Ontario. In Quebec, nine of the 15 establishments covered, employing 53 per cent of the workers in that province, followed this practice, while in Ontario, 12 of the 16 mills, employing 85 per cent of the workers in that province were on this basis. The four establishments in the Maritimes operated six days per week.

The standard number of hours per day tended to be more in those mills from which the five-day week was reported than in those which reported six. In Ontario, the standard working day ranged from nine to 9·6 hours for employees working a five-day week and eight to nine hours for those working on six days. In Quebec,

¹ Information on provincial legislation pertaining to annual vacation with pay, maximum hours of work and minimum wages is contained in an annual publication, "Provincial Labour Standards Concerning Child Labour, Annual Holidays, Hours of Work, Minimum Wages, and Workmen's Compensation", by the Legislation Branch of the Department of Labour.

this tendency was more marked among female workers, their daily hours on the five-day week being eight or ten per day while for those working six days it was usually from seven to eight.

Although 26 of the 35 establishments from which data were collected reported employees working on Sunday, these were probably chiefly maintenance workers or watchmen, and comprised less than one per cent of the total number of workers.

Overtime Rates of Pay, Table 22.—The most common overtime rate in 1946 was time and one-half. Eleven establishments reported this rate after daily hours and 12 after weekly hours. Six establishments in Quebec reported straight-time rates plus ten per cent after daily hours and time and one-half after weekly hours. Of the workers covered, 30 per cent were employed in mills which reported the overtime rate of time and one-half after daily hours, 34 per cent in mills in which this was the rate only after weekly hours and 29 per cent where the rate was straight time plus ten per cent after daily as well as time and one-half after weekly hours. Other mills reported either regular overtime rates, time and one-quarter or did not report any overtime information. Of those mills reporting information for Sundays and holidays, it was the common practice to pay time and one-half, the only exception being one mill which paid double time for such work.

Vacation with Pay, Table 23.—Of the 35 establishments included in the survey, 24 reported a service requirement of one year to receive a vacation of one week with these mills employing more than two-thirds of the workers in the industry. Eight establishments which reported only three months' service requirements to receive one week vacation with pay employed 14 per cent of the mill employees. The remaining two plants which did not report any service requirements employed about 18 per cent of the mill workers.

The maximum vacation is one week in 26 establishments employing 88 per cent of the workers covered in the survey. The other nine mills, employing 12 per cent of the workers, received a maximum vacation of two weeks, with the service requirements extending from one to 25 years.

Shift Work, Table 24.—Over 25 per cent of the plant employees in this industry were working on the second and third shifts, most of them being production workers, but also including maintenance crews.

Thirty-one establishments reported shift work. Of these, 24 were operating only two shifts, four were working three shifts, and in the remaining three mills both two and three-shift departments existed. An establishment which had only a skeleton staff on the third shift was considered a two-shift operation. By region, 15 mills in Ontario reported shift work, 13 in Quebec and three in the Maritimes.

Thirteen establishments reported paying no differential to shift workers, one reported four cents per hour, ten paid five cents per hour, five paid ten per cent and two paid 14.3 per cent. These premiums refer to the amount paid to the workers on the third shift of a three-shift operation and to the second shift of a two-shift operation. Three of the seven mills which operate on a three-shift basis paid a premium to workers on the second shift as well as the third.

Sick Leave with Pay.—Of the 35 reports from which data were compiled, 13 indicated some provision for sick leave with pay. In only two instances did this apply to all the workers in the plant. In two cases, it represented a form of group insurance, in four mills it applied to salaried employees only and in five to foremen only.

Production or Incentive Bonus.—Ten establishments reported paying an incentive bonus. All four in the Maritimes reported such a plan as well as two in Quebec and four in Ontario.

WORKING CONDITIONS IN THE WOOLLEN YARN AND CLOTH INDUSTRY

Survey Coverage, Table 25.—Returns were tabulated for 87 mills in this industry in 1946, of which 74 were situated in Quebec and Ontario. Of the 12,280 workers covered, nearly 95 per cent were reported in these two provinces. The average number of plant employees per mill in Quebec was greater than in Ontario, namely 187 as compared with 143.

A larger proportion of the workers tend to be employed by fewer mills in Quebec than in Ontario. In the former province, the three largest of the 23 establishments included in the survey, employed 52 per cent of the workers, whereas, in the latter province, the 11 largest of the 51 establishments reporting, employed 52 per cent of the workers.

Forty-two per cent of the plant employees in this industry were women. By region, the percentage of female workers was 48 per cent in the Maritime Provinces, 36 in Quebec, 45 in Ontario and 50 in the Western Provinces. Fifty-three of the 87 establishments reporting listed more male than female workers. Of the 23 mills which employed more than 150 workers each, this proportion was even greater, namely 18 of the 23 mills of this size.

Collective Agreements.—Returns from 40 mills indicated that the workers were covered by agreements. Of these mills, one was in the Maritime Provinces, 12 in Quebec, 24 in Ontario and three in the Western Provinces. Seventy per cent of the mill employees covered in the survey were under agreement in 1946. The percentages within each region were as follows: 33 per cent in the Maritime Provinces, 76 in Quebec, 69 in Ontario and 60 in the Western Provinces.

Standard or Normal Hours, Tables 26 and 27.—The standard or normal working week ranged from 40 to 55 hours in 1946. The average length of the normal working week for male and for female employees was almost identical in every region except the Western Provinces where the male employees tended to work longer. The predominant normal working week in the Maritime Provinces was 48 to 50 hours; in Quebec, 55; in Ontario, 48; and in the Western Provinces, 40 and 48 hours. The average standard hours per employee was 49.4 in the Maritimes, 51.0 in Quebec, 47.4 in Ontario and 44.9 in Western Canada.

The five-day week was reported by 46 of the 87 establishments from which returns were received. The number of workers to whom it applied comprised 46 per cent of those covered in the survey. In Ontario, the proportion of employees working only five days per week was greater than in other regions, namely, 60 per cent as compared with 26 per cent in Quebec, 23 per cent in the Western Provinces and one per cent in the Maritimes.

Although 23 of the 87 establishments covered in this survey indicated some Sunday work, the number of workers was less than one per cent of the total reported, being confined almost exclusively to watchmen and other necessary non-production workers.

Overtime Rates of Pay, Table 28.—Forty-one mills reported payment of overtime rates after daily hours of work, while 27 paid a premium only after completion of the normal working week. Of those mills adopting the former plan, 27, employing about 4,700 workers, paid at the rate of time and one-half for any overtime work; seven, employing about 1,300 workers, paid time and one-quarter; and seven regular straight-time rates. Of those mills in which overtime rates were paid only after weekly hours, 24, employing about 5,000 workers, paid time and one-half, and four paid less than time and one-half. Of those firms which reported overtime on Sundays and holidays, the most common overtime rate was time and one-half, the only exceptions being five establishments which paid double their straight-time rate.

Vacations with Pay, Table 29.—Vacations with pay were reported by 84 plants in 1946, in which the total employment was more than 12,000. The most common practice, provided by legislation in a number of provinces, was to give one week after one year

of service. However, in 23 cases the vacation was one week even though the service was less than one year and in 13 others the length of service was not stated. In 69 cases the maximum vacation did not exceed one week regardless of length of service. Fifteen mills reported a maximum of two weeks but in six of these the service requirements exceeded five years.

Shift Work, Table 30.—Shift work was of considerable importance in this industry with 50 establishments reporting workers on second and third shifts. Of these firms, 27 operated only two shifts, 12 operated three shifts and in the remaining 11, certain departments were working two shifts and others three. Seventeen per cent of the employees in this industry were reported as working on evening or night shifts.

A large proportion, 32 in number, of those mills reporting shift work did not pay a wage differential. Eighteen plants reported paying this type of wage incentive. The most common shift premiums were ten per cent, paid by seven mills; five per cent, paid by four mills; and five cents per hour, paid by four mills. Ten mills in Quebec paid a differential, eight in Ontario and none in the Western Provinces. There was no shift work reported in the Maritimes.

Sick Leave with Pay.—Twenty-three establishments reported provisions for sick leave with pay. In six cases, the plans covered all employees; in seven cases they applied to salaried or office workers only; and in ten instances sick leave was provided under group insurance plans.

Production or Incentive Bonus.—Twenty-two firms reported production incentive plans. Of these mills, one was in the Maritimes; seven in Quebec; 11 in Ontario and three in the Western Provinces.

WORKING CONDITIONS IN THE KNITTING INDUSTRY

Survey Coverage, Table 31.—Returns were received from 161 mills in this industry. Of these, 150, employing 94 per cent of the workers covered in the survey were located in Quebec and Ontario. The average number of workers per mill was slightly greater in Quebec than in Ontario.

Sixty-five per cent of the mill workers which were reported in this industry were women. The proportion in Quebec was lower than in the three other regions, namely, 59 per cent as compared with 69 per cent in Ontario, 68 per cent in the Maritimes and 82 per cent in the Western Provinces. Of the 161 establishments covered, 146 reported more female than male employees.

Collective Agreements.—A total of 29 mills reported collective agreements with their employees. Of these, one was located in the Maritime Provinces, 11 in Quebec, 14 in Ontario and three in the Western Provinces. Twenty-seven per cent of the workers included in the survey were under agreement. The proportions within each region are as follows: 35 per cent in the Maritime Provinces, 36 in Quebec, 20 in Ontario and 62 per cent in the Western Provinces.

Standard or Normal Hours, Tables 32 and 33.—The standard hours of work per week ranged from 40 to 55 hours in this industry. In Quebec, the most common working periods were 48 and 55 hours; in Ontario, 44 to 48; and in the Western Provinces, 44 hours. The hours worked by male and female employees were almost identical within each region, as in all but a few small mills the standard working week was the same for both sexes. The average standard hours per employee were 46·5 in the Maritime Provinces, 49·4 in Quebec, 45·9 in Ontario, and 43·1 in the Western Provinces.

The importance of the five-day week in this industry is shown by the fact that 55 per cent of the employees worked on this basis, and that of the 161 mills reporting, 86 listed more of their employees working five days than six. The five-day week was much more common in Ontario than in either of the three other regions. In that province, 57 of the 93 establishments surveyed operated five days, whereas in Quebec

the proportion was 25 out of 57, and in the Western Provinces, four out of eight. In the Maritime Provinces none of the three mills reported a five-day week. The percentage of employees working five days per week were as follows within each region: Quebec, 37 per cent; Ontario, 72; and Western Provinces, 31 per cent.

The nine and ten-hour normal working day was reported most frequently in returns from Quebec mills operating five days per week, whereas a ten-hour day from Monday to Friday and a five-hour day on Saturday was the most common combination of daily hours in those establishments working on six days. In Ontario, the nine and nine and one-half hour day were the most common hours reported by mills on a five-day week and a nine-hour day with three hours on Saturday by those operating six days per week.

Thirty-five mills reported Sunday work, but only a very small number of plant employees were involved. These workers are probably watchmen or necessary maintenance employees.

Overtime Rates of Pay, Table 34.—Seventy-three establishments reported overtime rates after daily hours, while 41 indicated that payment for overtime began only after the completion of the working week. Of the mills on the former basis, 31 reported paying time and one-half, 12 paid time and one-quarter, one paid straight time plus ten cents per hour and 29 paid regular straight-time rates after daily hours Monday to Friday. Overtime rates for Saturday are similar. Of the mills following the latter practice, 33 paid time and one-half, and the eight remaining establishments paid either time and one-quarter or time and ten per cent.

Substantial differences in rates were indicated in Quebec as compared with Ontario. In Quebec, 17 of the 19 establishments which paid overtime after daily hours and 23 of the 26 reporting overtime only after weekly hours paid time and one-half. In Ontario, although nine of the 16 mills which reported paying overtime only after weekly hours paid time and one half, 25 of the 45 mills which paid after daily hours, reported regular straight-time rates for such work. Of the seven establishments in Western Canada which reported overtime rates, five paid time and one-quarter or time and one-half after daily hours and of the three in the Maritime Provinces, two indicated regular straight-time rates and one, time and one-quarter after daily hours.

Vacations with Pay, Table 35.—Employees in all 161 mills covered in this survey received vacations with pay. In 109, they received an initial vacation of one week after one year's service; 28, after less than one year's service; and in 24 cases after an unspecified period of service.

The maximum vacation was one week in 131 mills with the length of service required to qualify for such leave never more than one year. In 30 mills the maximum vacation was two weeks, of which 25 required a period of five years or less to qualify and the remaining five, from ten to 25 years. The establishments which eventually granted two weeks' vacation employed only 25 per cent of the workers included in the survey.

Shift Work, Table 36.—The amount of shift work reported in the Knitting industry is less than in any of the three other divisions of the Primary Textile group, with only six per cent of the total number of workers being reported on second or third shifts. These workers were largely male. Only thirteen per cent of the shift workers were receiving a wage incentive in the form of a shift differential or premium. Of the 53 mills reporting shift work, eight paid such a premium.

Sick Leave with Pay.—Forty-two mills reported provision for sick leave with pay. In 13 instances it applied to all employees, in three cases it was provided under group insurance plans, in 18 it applied to salaried or office employees exclusively, and in eight establishments to special groups of workers, such as foremen.

Production or Incentive Bonus.—Fifteen mills or nine per cent of the total surveyed, reported having production bonus plans, 11 of those establishments being located in Ontario and four in Quebec.

WORKING CONDITIONS IN THE RAYON INDUSTRY

Survey Coverage, Table 37.—Twenty-four mills, employing over 8,700 workers in 1946, are covered in this analysis, making this the smallest of the four allied textile industries in terms of both number of establishments and number of employees. All of the mills were located in Quebec and Ontario with 90 per cent of the workers being reported in the former province. In Quebec, the five largest of the 18 mills reporting, included 70 per cent of the plant employees in that province. The number of male mill workers greatly exceeded the number of females in this industry.

Collective Agreements.—Four mills in Quebec and two in Ontario reported collective agreements with their employees comprising 15 per cent of the total number of employees included in the survey of Quebec and 22 per cent of those in Ontario.

Standard or Normal Hours, Tables 38 and 39.—The range of standard hours was 44 to 55 per week. In Quebec, the most common hours reported were 50 per week and in Ontario 48 per week. The average standard hours were 51·6 in Quebec and 47·7 in Ontario. The average standard hours of male and of female employees are almost identical within each region for this industry, the Canada averages being 50·3 and 50·1 hours per week, respectively.

Ten establishments were operating on a five-day week basis, eight of these being located in Quebec and two in Ontario. In Quebec, the proportion of workers on the five-day week was 23 per cent of the total number in that province and in Ontario, 31 per cent. The most frequent daily working period reported was 10 hours per day for mills operating either five days or six days per week.

Thirteen mills reported employees working on Sunday. The number of workers involved, however, comprised only two per cent of those included in the survey as a whole, such workers probably consisting of necessary maintenance crews or watchmen.

Overtime Rates of Pay, Table 40.—Of the 18 establishments included in the survey in Quebec in 1946, eight reported paying overtime after daily hours and ten only after weekly hours. Of the former, three paid at the rate of straight time plus five per cent, one time and one-quarter and four, time and one-half. Of the mills adopting the latter system, two paid straight time plus five per cent, one time and one-quarter and seven, time and one-half. The three establishments in Ontario, which gave overtime information, reported the rate of time and one-half only after weekly hours.

Vacations with Pay, Table 41.—Of the 24 mills included in the survey, 12 required one year to qualify for an initial vacation of one week, 4 required less than one year and eight did not report the service requirement.

The maximum vacation reported was one week in 18 mills and two weeks in six others. The service requirement for two weeks was six months in one mill, one year in another, and in the other four was not less than five years.

Shift Work, Table 42.—Twenty-three per cent of the employees in this industry were reported as working on second and third shifts. Of these, 81 per cent were receiving a wage differential for such work. The shift premiums which were listed most frequently were five cents per hour, paid by five mills; five per cent paid by nine; and 10 per cent paid by three.

Sick Leave with Pay.—The employees of nine mills were provided with sick leave benefits, six of these mills being located in Quebec and three in Ontario. Of the nine establishments, one reported granting sick leave to all its employees, five provided for sick leave under group insurance plans, two paid it to salaried and office employees only, and one to foremen only.

Production or Incentive Bonus.—Three mills, all of which were located in Quebec, offered employees a production incentive bonus.

TABLE I

INDEX NUMBERS OF WAGES IN THE PRIMARY TEXTILES INDUSTRY

(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943	1944	1945	1946
Primary Textiles.....	100.0	107.5	119.0	127.8	140.4	146.0	151.5	165.6
Cotton Yarn and Cloth	100.0	109.6	123.8	128.1	136.6	139.1	148.7	161.6
Woollen Yarn and Cloth	100.0	107.6	120.1	136.6	152.8	160.3	163.5	183.1
Knitting.....	100.0	105.8	112.5	123.6	138.5	146.2	150.3	162.5
Rayon.....	100.0	106.8	122.9	129.0	141.3	147.0	148.9	164.7

TABLE II

WAGES—COTTON YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946
CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²
		\$	\$		\$	\$
OPENING AND PICKING—						
Picker Tenders.....	120	.55	.51-.60	—	—	—
CARDING—						
Card Tenders.....	224	.55	.50-.61	—	—	—
Grinders.....	131	.67	.62-.74	—	—	—
DRAWING AND COMBING—						
Drawing and Combing Tenders.....	71	.53	.43-.63	162	.46	.39-.54
FLY FRAMES—						
Fly Frame Tenders.....	154	.61	.48-.75	361	.50	.40-.63
SPINNING—						
Spinners (Ring).....	120	.57	.44-.74	1000	.49	.39-.58
Doffers.....	354	.57	.43-.69	110	.46	.38-.55
Fixers.....	156	.66	.59-.77	—	—	—
SPOOLING—						
Spooler Tenders.....	—	—	—	309	.51	.39-.64
WARPING—						
Warper Tenders.....	38	.59	.48-.68	76	.50	.42-.60
DRESSING—						
Slasher Tenders.....	92	.71	.65-.75	—	—	—
DRAWING-IN—						
Warp Tying Machine Operators.....	39	.68	.57-.75	—	—	—
Drawing-in Hands.....	—	—	—	81	.48	.37-.60
TWISTING—						
Twister Tenders.....	80	.58	.48-.68	126	.48	.40-.58
WEAVING—						
Weavers.....	566	.64	.52-.76	423	.56	.47-.66
Battery Hands.....	52	.42	.37-.47	320	.45	.39-.55
Warp Hangers.....	60	.66	.60-.68	—	—	—
Loom Fixers.....	409	.76	.70-.86	—	—	—
NAPPING ROOM—						
Nappers.....	41	.53	.47-.59	—	—	—
YARN ROOM—						
Winder Tenders.....	—	—	—	836	.50	.40-.62
CLOTH ROOM—						
Inspectors.....	—	—	—	281	.47	.38-.53
DYE-HOUSE (COTTON AND RAYON) ³						
Operators.....	294	.55	.44-.66	—	—	—
MILL, GENERAL—YARD AND MECHANICAL—						
Skilled Tradesmen.....	463	.78	.65-.89	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ Includes operators in the Cotton Yarn and Cloth Industry and in the Rayon Industry.

TABLE III

WAGES—WOOLLEN YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946
CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²
STOCK PREPARATION—		\$	\$		\$	\$
Garnett and Wool Pickers.....	362	.54	.45-.65	—	—	—
CARDING—						
Card Tenders and Finishers.....	390	.60	.45-.73	30	.44	.33-.65
Card Strippers and Grinders.....	96	.60	.50-.75	—	—	—
COMBING—						
Comb and Gill Box Operators.....	—	—	—	38	.51	.44-.60
DRAWING—						
Mixing Gill, Draw Box and Draw Frame Operators.....	68	.62	.50-.70	254	.45	.36-.55
WORSTED SPINNING—						
Worsted Spinning Frame Operators..	94	.60	.42-.77	219	.45	.36-.53
WOOLLEN SPINNING—						
Mule and Frame Operators.....	424	.64	.48-.88	110	.44	.32-.60
TWISTING—						
Twisters.....	44	.56	.38-.73	257	.44	.35-.55
WINDING—						
Winders, Spoolers and Reelers.....	60	.49	.33-.66	836	.45	.34-.56
WARPING—						
Warpers and Beamers.....	113	.64	.50-.81	67	.45	.35-.58
DRAWING-IN—						
Drawing-in Hands.....	—	—	—	84	.49	.36-.64
WEAVING—						
Weavers.....	678	.68	.48-.92	659	.53	.35-.72
Loom Fixers.....	195	.76	.55-1.00	—	—	—
BURLING AND MENDING—						
Burlers and Menders.....	—	—	—	608	.49	.33-.69
FINISHING—						
Wet and Dry Operators.....	538	.58	.47-.75	94	.41	.31-.53
Cloth Speckers.....	—	—	—	47	.41	.30-.45
DYEING—						
Dye Machine Operators.....	229	.59	.47-.77	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

TABLE IV

WAGES—KNITTING INDUSTRY, SEPTEMBER, 1946

CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²
		\$	\$		\$	\$
HOSIERY—						
Full Fashioned Footers.....	170	.98	.71-1.25	—	—	—
Full Fashioned Leggers.....	774	.95	.73-1.17	—	—	—
Full Fashioned Toppers.....	47	.51	.32-.62	353	.50	.38-.63
Full Fashioned Combination.....	204	.90	.60-1.16	—	—	—
Loopers.....	—	—	—	716	.44	.27-.62
Sewing Machine Operators.....	—	—	—	555	.46	.27-.67
Hand Operators.....	—	—	—	1569	.46	.29-.64
Boarders.....	280	.70	.47-.95	165	.56	.36-.79
Dye-House Operators.....	119	.58	.42-.74	—	—	—
Circular Knitters.....	153	.56	.40-.70	588	.42	.28-.58
Twisters, Reelers, Winders ³	—	—	—	539	.44	.32-.58
Fixers, Full Fashioned.....	53	.95	.70-1.15	—	—	—
Fixers, Circular.....	218	.78	.58-1.03	—	—	—
UNDERWEAR AND OUTERWEAR—						
Circular Knitters.....	336	.64	.44-.88	260	.43	.28-.57
Flat Knitters.....	64	.59	.42-.80	—	—	—
Cloth Finishers.....	87	.58	.44-.75	—	—	—
Sewing Machine Operators.....	—	—	—	2580	.47	.31-.64
Dye-House Operators.....	130	.58	.42-.75	—	—	—
Hand Operators.....	198	.59	.41-.81	1516	.43	.31-.58
Cutters.....	126	.67	.46-.91	307	.50	.35-.69
Fixers, Knitting.....	83	.75	.55-1.05	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ Twisters, Reelers and Winders in the Underwear and Outerwear Department are included here.

TABLE V
WAGES—RAYON INDUSTRY, SEPTEMBER, 1946
CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²
		\$	\$		\$	\$
SPINNING—						
Spinners.....	50	.47	.40—.65	85	.49	.37—.66
THROWING—						
Throwers.....	194	.58	.50—.60	180	.46	.35—.56
WINDING AND PACKING—						
Winders.....	92	.50	.32—.54	630	.46	.35—.57
WARPING—						
Warper Tenders.....	68	.60	.48—.71	82	.50	.40—.61
DRAWING-IN—						
Drawing-in and Twisting-in Hands...	—	—	—	83	.46	.34—.62
DRESSING—						
Slasher Tenders.....	46	.60	.47—.71	—	—	—
WEAVING—						
Weavers.....	522	.61	.47—.69	293	.55	.43—.63
Battery Hands.....	104	.42	.40—.46	93	.39	.34—.41
Warp Hangers.....	124	.63	.50—.69	—	—	—
Fixers.....	197	.77	.70—.85	—	—	—
CLOTH ROOM—						
Graders.....	70	.62	.47—.72	61	.41	.34—.48
MILL, GENERAL—YARD AND MECHANICAL—						
Skilled Tradesmen.....	143	.69	.55—.80	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

TABLE VI

WAGES—COTTON YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946
MARITIME PROVINCES

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
CARDING—		\$	\$			\$	\$	
Card Tenders.....	15	.54	.50-.55	49.1	—	—	—	—
DRAWING AND COMBING—								
Drawing and Combing Tenders.....	—	—	—	—	18	.42	.39-.44	44.9
FLY FRAMES—								
Fly Frame Tenders.....	—	—	—	—	38	.50	.44-.60	47.9
SPINNING—								
Spinners (Ring).....	—	—	—	—	75	.45	.41-.50	44.9
Doffers.....	28	.51	.39-.63	47.0	26	.43	.39-.50	45.8
Fixers.....	10	.61	.59-.64	50.8	—	—	—	—
SPOOLING—								
Spooler Tenders.....	—	—	—	—	43	.43	.35-.50	45.8
DRAWING-IN—								
Drawing-in Hands.....	—	—	—	—	16	.47	.37-.57	48.4
TWISTING—								
Twister Tenders.....	—	—	—	—	22	.41	.35-.44	47.2
WEAVING—								
Weavers.....	64	.70	.54-.82	47.9	56	.57	.47-.72	48.2
Battery Hands.....	—	—	—	—	44	.44	.39-.54	46.1
Loom Fixers.....	47	.75	.69-.77	48.4	—	—	—	—
YARN ROOM—								
Winder Tenders.....	—	—	—	—	45	.56	.42-.72	47.0
CLOTH ROOM—								
Inspectors.....	—	—	—	—	15	.42	.39-.44	47.3
DYE-HOUSE (COTTON AND RAYON)⁴—								
Operators.....	12	.55	.52-.55	49.7	—	—	—	—
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	41	.76	.64-.87	49.3	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation during the pay period covered.

⁴ Includes operators in the Cotton Yarn and Cloth Industry and in the Rayon Industry.

TABLE VII

WAGES—COTTON YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946

QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
OPENING AND PICKING—		\$	\$			\$	\$	
Picker Tenders.....	73	.55	.51-.58	45.4	—	—	—	—
CARDING—								
Card Tenders.....	160	.55	.50-.58	45.8	—	—	—	—
Grinders.....	96	.68	.62-.76	49.9	—	—	—	—
DRAWING AND COMBING—								
Drawing and Combing Tenders....	59	.52	.45-.60	45.8	83	.47	.40-.56	41.9
FLY FRAMES—								
Fly Frame Tenders.....	137	.60	.48-.74	47.8	216	.50	.40-.63	43.3
SPINNING—								
Spinners (Ring).....	93	.55	.40-.67	45.9	662	.50	.38-.60	43.9
Doffers.....	280	.56	.43-.69	46.1	43	.47	.31-.62	41.3
Fixers.....	114	.67	.62-.77	47.0	—	—	—	—
SPOOLING—								
Spooler Tenders.....	28	.55	.48-.70	47.1	199	.54	.43-.65	42.9
WARPING—								
Warper Tenders.....	20	.55	.46-.63	48.2	35	.52	.43-.68	45.1
DRESSING—								
Slasher Tenders.....	53	.69	.65-.72	46.1	—	—	—	—
DRAWING-IN—								
Warp Tying Machine Operators....	29	.67	.62-.73	45.1	—	—	—	—
Drawing-in Hands.....	15	.51	.40-.62	39.5	43	.49	.40-.60	44.1
TWISTING—								
Twister Tenders.....	61	.57	.48-.65	47.7	42	.53	.40-.64	44.7
WEAVING—								
Weavers.....	346	.62	.52-.71	45.9	258	.55	.45-.65	43.0
Battery Hands.....	42	.41	.35-.43	43.3	186	.47	.38-.56	44.1
Warp Hangers.....	60	.66	.60-.68	46.0	—	—	—	—
Loom Fixers.....	264	.77	.70-.86	46.7	—	—	—	—
NAPPING ROOM—								
Napper Tenders.....	20	.50	.45-.53	48.6	—	—	—	—
YARN ROOM—								
Winder Tenders.....	10	.53	.42-.63	49.2	504	.50	.40-.60	42.7
CLOTH ROOM—								
Inspectors.....	24	.53	.50-.58	46.8	214	.47	.41-.51	42.2
DYE-HOUSE (COTTON AND RAYON)⁴—								
Operators.....	210	.54	.43-.66	51.3	—	—	—	—
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	293	.80	.67-.90	48.6	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

⁴ Includes operators in the Cotton Yarn and Cloth Industry and in the Rayon Industry.

TABLE VIII

WAGES—COTTON YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946 ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
		\$	\$			\$	\$	
OPENING AND PICKING—								
Picker Tenders.....	39	.55	.50-.61	47.4	—	—	—	—
CARDING—								
Card Tenders.....	49	.56	.48-.63	46.3	11	.45	.37-.48	40.3
Grinders.....	27	.64	.52-.73	47.6	—	—	—	—
DRAWING AND COMBING—								
Drawing and Combing Tenders.....	—	—	—	—	61	.44	.38-.50	43.5
FLY FRAMES—								
Fly Frame Tenders.....	14	.64	.56-.76	48.3	107	.52	.43-.64	43.2
SPINNING—								
Spinners (Ring).....	26	.67	.50-.75	46.1	263	.48	.39-.56	42.9
Doffers.....	46	.61	.50-.71	45.7	41	.46	.39-.53	40.3
Fixers.....	32	.64	.55-.75	51.1	—	—	—	—
SPOOLING—								
Spooler Tenders.....	—	—	—	—	67	.48	.41-.52	42.1
WARPING—								
Warper Tenders.....	12	.64	.52-.74	46.7	35	.49	.45-.57	42.3
DRESSING—								
Slasher Tenders.....	35	.73	.64-.80	46.2	—	—	—	—
DRAWING-IN—								
Drawing-in Hands.....	—	—	—	—	22	.48	.38-.61	45.5
TWISTING—								
Twister Tenders.....	15	.63	.53-.69	45.9	62	.48	.42-.54	42.4
WEAVING—								
Weavers.....	156	.68	.56-.77	46.6	109	.58	.46-.69	44.9
Battery Hands.....	—	—	—	—	90	.40	.39-.43	46.5
Loom Fixers.....	98	.73	.54-.82	48.0	—	—	—	—
NAPPING ROOM—								
Napper Tenders.....	15	.56	.54-.59	44.4	13	.55	.39-.78	39.5
YARN ROOM—								
Winder Tenders.....	—	—	—	—	287	.49	.40-.63	41.3
CLOTH ROOM—								
Inspectors.....	—	—	—	—	52	.47	.36-.65	40.8
DYE-HOUSE (COTTON AND RAYON) ⁴ —								
Operators.....	72	.58	.53-.67	47.5	—	—	—	—
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	129	.75	.63-.88	49.7	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation during the pay period covered.

⁴ Includes operators in the Cotton Yarn and Cloth Industry and in the Rayon Industry.

TABLE IX

WAGES—WOOLLEN YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946
MARITIME PROVINCES

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
		\$	\$			\$	\$	
STOCK PREPARATION— Garnett and Wool Pickers.....	33	.53	.44-.57	50.0	—	—	—	—
CARDING— Card Tenders and Finishers.....	43	.54	.44-.63	48.1	—	—	—	—
WORSTED SPINNING— Worsted Spinning Frame Operators	40	.58	.42-.87	46.2	—	—	—	—
WOOLLEN SPINNING— Mule and Frame Operators.....	41	.55	.40-.80	47.6	—	—	—	—
TWISTING— Twisters.....	—	—	—	—	13	.42	.28-.56	42.1
WINDING— Winders, Spoolers and Reelers.....	—	—	—	—	43	.40	.28-.52	42.9
WEAVING— Weavers.....	—	—	—	—	37	.47	.31-.62	43.9
FINISHING— Wet and Dry Operators.....	23	.56	.42-.65	49.3	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE X

WAGES—WOOLLEN YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946
QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
		\$	\$			\$	\$	
STOCK PREPARATION— Garnett and Wool Pickers.....	126	.48	.45-.54	51.0	—	—	—	—
CARDING— Card Tenders and Finishers.....	94	.54	.44-.72	51.7	23	.39	.33-.45	45.8
Card Strippers and Grinders.....	42	.57	.45-.75	51.5	—	—	—	—
COMBING— Comb and Gill Box Operators.....	—	—	—	—	13	.43	.37-.48	45.1
DRAWING— Mixing Gill, Draw Box and Draw Frame Operators.....	30	.64	.50-.74	47.7	65	.44	.37-.48	43.7
WORSTED SPINNING— Worsted Spinning Frame Operators	29	.56	.45-.67	48.5	28	.40	.35-.48	48.5
WOOLLEN SPINNING— Mule and Frame Operators.....	135	.64	.52-.80	51.4	27	.39	.35-.50	46.5
TWISTING— Twisters.....	22	.51	.33-.67	50.6	62	.43	.33-.56	45.4
WINDING— Winders, Spoolers and Reelers.....	25	.48	.33-.66	51.9	186	.42	.31-.53	47.8
WARPING— Warpers and Beamers.....	44	.62	.44-.90	49.3	24	.46	.37-.58	48.5
DRAWING-IN— Drawing-in Hands.....	—	—	—	—	27	.45	.35-.57	49.3
WEAVING— Weavers.....	320	.64	.46-.82	47.9	109	.51	.37-.62	46.0
Loom Fixers.....	68	.77	.59-1.05	49.6	—	—	—	—
BURLING AND MENDING— Burlers and Menders.....	—	—	—	—	299	.44	.30-.63	46.8
FINISHING— Wet and Dry Operators.....	168	.53	.44-.65	52.9	22	.39	.32-.47	48.0
Cloth Speckers.....	—	—	—	—	16	.36	.30-.40	44.7
DYEING— Dye Machine Operators.....	66	.52	.45-.58	53.7	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the average range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation during the pay period covered.

TABLE XI

WAGES—WOOLLEN YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946

ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
		\$	\$			\$	\$	
STOCK PREPARATION—								
Garnett and Wool Pickers.....	173	.59	.50-.68	46.3	—	—	—	—
CARDING—								
Card Tenders and Finishers.....	221	.59	.50-.75	46.8	—	—	—	—
Card Strippers and Grinders.....	52	.62	.55-.68	46.7	—	—	—	—
COMBING—								
Comb and Gill Box Operators.....	—	—	—	—	25	.55	.45-.60	4.07
DRAWING—								
Mixing Gill, Draw Box and Draw Frame Operators.....	36	.61	.53-.63	47.5	188	.46	.36-.55	43.1
WORSTED SPINNING—								
Worsted Spinning Frame Operators	25	.67	.53-.73	47.4	182	.46	.37-.55	43.2
WOOLLEN SPINNING—								
Mule and Frame Operators.....	233	.66	.48-.92	46.0	65	.45	.30-.60	42.8
TWISTING—								
Twisters.....	19	.64	.55-.73	45.7	182	.44	.36-.53	42.7
WINDING—								
Winders, Spoolers and Reelers.....	27	.52	.36-.66	46.2	591	.46	.36-.57	43.1
WARPING—								
Warpers and Beamers.....	63	.66	.52-.80	47.4	28	.46	.35-.61	42.9
DRAWING-IN—								
Drawing-in Hands.....	—	—	—	—	52	.48	.36-.64	43.2
WEAVING—								
Weavers.....	354	.72	.52-.97	44.2	460	.55	.38-.72	44.0
Loom Fixers.....	108	.78	.57-1.00	47.1	—	—	—	—
BURLING AND MENDING—								
Burlers and Menders.....	—	—	—	—	292	.53	.35-.77	43.4
FINISHING—								
Wet and Dry Operators.....	337	.61	.50-.75	46.2	63	.42	.32-.54	43.4
Cloth Speckers.....	—	—	—	—	27	.44	.36-.61	41.7
DYEING—								
Dye Machine Operators.....	151	.62	.50-.78	46.8	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE XII

WAGES—WOOLLEN YARN AND CLOTH INDUSTRY, SEPTEMBER, 1946
WESTERN PROVINCES¹

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ²	Range of Wages per Hour ³	Average Hours per Week ⁴	Num- ber of Work- ers	Average Wages per Hour ²	Range of Wages per Hour ³	Average Hours per Week ⁴
		\$	\$			\$	\$	
STOCK PREPARATION— Garrett and Wool Pickers.....	30	.48	.42-.55	49.4	—	—	—	—
CARDING— Card Tenders and Finishers.....	32	.55	.49-.62	48.5	—	—	—	—
WOOLLEN SPINNING— Mule and Frame Operators.....	15	.57	.49-.60	45.6	13	.42	.36-.60	41.5
WINDING— Winders, Spoolers and Reelers.....	—	—	—	—	16	.35	.26-.49	37.7
WARPING— Warpers and Beamers.....	—	—	—	—	15	.41	.34-.48	43.9
WEAVING— Weavers.....	—	—	—	—	53	.48	.34-.61	40.2
Loom Fixers.....	13	.61	.54-.69	42.6	—	—	—	—
FINISHING— Wet and Dry Operators.....	10	.59	.50-.73	49.2	—	—	—	—

¹ Prairie Provinces and British Columbia.

² The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³ Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

⁴ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation during the pay period covered.

TABLE XIII
WAGES—KNITTING INDUSTRY, SEPTEMBER, 1946
MARITIME PROVINCES

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
HOSIERY—		\$	\$			\$	\$	
Full Fashioned Combination.....	19	.62	.37-.90	48.9	—	—	—	—
Loopers.....	—	—	—	—	33	.37	.27-.54	47.1
Hand Operators.....	—	—	—	—	43	.34	.27-.46	47.6
Dye-House Operators.....	21	.50	.40-.58	48.7	—	—	—	—
Circular Knitters.....	14	.62	.51-.70	48.0	85	.44	.29-.56	44.4
Twisters, Reelers, Winders ⁴	—	—	—	—	42	.38	.27-.50	40.8
UNDERWEAR AND OUTER- WEAR—								
Circular Knitters.....	15	.53	.44-.65	49.1	20	.39	.30-.55	44.3
Sewing Machine Operators.....	—	—	—	—	187	.43	.28-.63	43.8
Hand Operators.....	—	—	—	—	71	.39	.28-.50	43.9
Cutters.....	14	.59	.52-.71	48.4	16	.41	.30-.63	45.2
Cloth Finishers.....	15	.52	.45-.60	50.9	—	—	—	—

¹The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

²Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE XIV
WAGES—KNITTING INDUSTRY, SEPTEMBER, 1946
QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
		\$	\$			\$	\$	
HOSIERY—								
Full Fashioned Footers.....	132	.95	.56-1.17	53.1	—	—	—	—
Full Fashioned Leggers.....	473	.94	.73-1.20	45.9	—	—	—	—
Full Fashioned Toppers.....	38	.50	.32-.59	45.7	240	.49	.38-.61	44.7
Full Fashioned Helpers.....	24	.36	.29-.42	48.7	—	—	—	—
Full Fashioned Combination.....	130	.93	.67-1.16	47.4	—	—	—	—
Loopers.....	—	—	—	—	353	.40	.25-.57	45.8
Sewing Machine Operators.....	—	—	—	—	352	.42	.26-.59	46.6
Hand Operators.....	19	.49	.30-.76	49.1	829	.42	.27-.61	46.0
Boarders.....	125	.70	.45-1.00	45.6	48	.58	.35-.79	40.2
Dye-House Operators.....	38	.50	.35-.61	52.6	—	—	—	—
Circular Knitters.....	54	.51	.37-.64	48.1	174	.36	.25-.50	43.9
Twisters, Reelers, Winders ⁴	—	—	—	—	145	.41	.30-.55	44.8
Fixers, Full Fashioned.....	24	.94	.70-1.10	50.3	—	—	—	—
Fixers, Circular.....	47	.70	.47-.94	49.8	—	—	—	—
UNDERWEAR AND OUTER- WEAR—								
Circular Knitters.....	121	.59	.38-.81	48.4	106	.38	.27-.53	44.2
Flat Knitters.....	25	.50	.43-.63	52.8	—	—	—	—
Cloth Finishers.....	20	.56	.44-.69	49.9	—	—	—	—
Sewing Machine Operators.....	—	—	—	—	705	.45	.30-.62	45.1
Dye-House Operators.....	41	.52	.40-.75	47.0	—	—	—	—
Hand Operators.....	103	.55	.35-.80	45.4	423	.38	.29-.51	42.6
Cutters.....	60	.67	.45-.95	44.3	47	.41	.30-.60	43.3
Fixers, Knitting.....	31	.64	.52-.85	51.2	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation during the pay period covered.

⁴ Twisters, Reelers and Winders in the Underwear and Outerwear Department are included here.

TABLE XV
WAGES—KNITTING INDUSTRY, SEPTEMBER, 1946
ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ²	Range of Wages per Hour ³	Average Hours per Week ⁴	Num- ber of Work- ers	Average Wages per Hour ²	Range of Wages per Hour ³	Average Hours per Week ⁴
		\$	\$			\$	\$	
HOSIERY—								
Full Fashioned Footers.....	38	1.06	.78-1.26	42.7	—	—	—	—
Full Fashioned Leggers.....	301	.95	.73-1.16	42.6	—	—	—	—
Full Fashioned Toppers.....	—	—	—	—	113	.54	.43-.64	40.8
Full Fashioned Combination.....	55	.92	.73-1.27	45.2	—	—	—	—
Loopers.....	—	—	—	—	334	.49	.35-.67	42.2
Sewing Machine Operators.....	—	—	—	—	196	.55	.39-.73	41.1
Hand Operators.....	14	.54	.45-.70	45.8	691	.50	.34-.68	41.9
Boarders.....	153	.71	.51-.89	44.5	109	.57	.39-.79	39.8
Dye-House Operators.....	61	.63	.50-.84	47.4	—	—	—	—
Circular Knitters.....	83	.58	.45-.75	46.3	329	.46	.31-.61	42.9
Twisters, Reelers, Winders ⁴	—	—	—	—	329	.47	.35-.62	41.5
Fixers, Full Fashioned.....	29	.93	.66-1.15	45.3	—	—	—	—
Fixers, Circular.....	171	.80	.60-1.03	47.0	—	—	—	—
UNDERWEAR AND OUTER- WEAR—								
Circular Knitters.....	189	.65	.47-.88	43.5	112	.49	.39-.67	41.6
Flat Knitters.....	38	.66	.42-.95	45.2	18	.63	.43-.92	42.1
Cloth Finishers.....	52	.61	.51-.75	44.4	—	—	—	—
Sewing Machine Operators.....	—	—	—	—	1581	.48	.36-.65	40.0
Dye-House Operators.....	84	.60	.48-.75	46.7	—	—	—	—
Hand Operators.....	84	.63	.45-.87	43.3	960	.46	.34-.61	40.0
Cutters.....	44	.66	.46-.82	43.7	229	.52	.38-.71	40.4
Fixers, Knitting.....	50	.81	.56-1.13	44.9	—	—	—	—

¹The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

²Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

⁴Twisters, Reelers and Winders in the Underwear and Outerwear Department are included here.

TABLE XVI
WAGES—KNITTING INDUSTRY, SEPTEMBER, 1946
WESTERN PROVINCES¹

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ²	Range of Wages per Hour ³	Average Hours per Week ⁴	Num- ber of Work- ers	Average Wages per Hour ²	Range of Wages per Hour ³	Average Hours per Week ⁴
UNDERWEAR AND OUTER- WEAR—		\$	\$			\$	\$	
Circular Knitters.....	11	.95	.70-1.21	45.2	22	.40	.27-.51	40.1
Sewing Machine Operators.....	—	—	—	—	107	.47	.35-.67	40.8
Hand Operators.....	—	—	—	—	62	.41	.30-.54	41.0
Twisters, Reelers, Winders.....	—	—	—	—	23	.39	.34-.45	41.9

¹ Prairie Provinces and British Columbia.

² The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³ Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

⁴ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE XVII
WAGES—RAYON INDUSTRY, SEPTEMBER, 1946
QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Num- ber of Work- ers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
		\$	\$			\$	\$	
SPINNING— Spinners.....	34	.44	.37—.52	52.2	46	.42	.35—.46	49.5
THROWING— Throwers.....	191	.58	.50—.60	5.01	156	.45	.35—.56	49.6
WINDING AND PACKING— Winders.....	89	.49	.35—.51	49.2	437	.44	.33—.56	47.9
WARPING— Warper Tenders.....	62	.58	.48—.71	51.8	67	.48	.40—.57	48.4
DRAWING-IN— Drawing-in and Twisting-in Hands..	23	.50	.40—.65	48.3	75	.45	.34—.62	49.8
DRESSING— Slasher Tenders.....	38	.57	.46—.65	52.5	—	—	—	—
WEAVING— Weavers.....	479	.60	.47—.69	49.9	254	.54	.42—.60	48.4
Battery Hands.....	105	.42	.40—.46	50.0	93	.39	.34—.41	49.0
Warp Hangers.....	120	.63	.50—.69	50.9	—	—	—	—
Fixers.....	178	.77	.70—.84	50.2	—	—	—	—
CLOTH ROOM— Graders.....	69	.62	.47—.72	50.5	45	.40	.34—.44	48.0
MILL, GENERAL—YARD AND MECHANICAL— Skilled Tradesmen.....	132	.68	.55—.80	52.8	—	—	—	—

¹The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

²Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE XVIII
WAGES—RAYON INDUSTRY, SEPTEMBER, 1946
ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³	Number of Workers	Average Wages per Hour ¹	Range of Wages per Hour ²	Average Hours per Week ³
SPINNING—		\$	\$			\$	\$	
Spinners.....	16	.56	.48—.74	43.3	39	.58	.45—.73	40.3
THROWING—								
Throwers.....	—	—	—	—	24	.50	.38—.58	42.3
WINDING AND PACKING—								
Winders.....	—	—	—	—	181	.53	.40—.63	41.8
WEAVING—								
Weavers.....	43	.68	.42—.93	44.3	39	.62	.48—.82	44.0
Fixers.....	19	.80	.70—.92	47.2	—	—	—	—
CLOTH ROOM—								
Graders.....	—	—	—	—	16	.44	.40—.54	44.2
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	11	.69	.60—.80	46.5	—	—	—	—

¹ The figures are the arithmetic average of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

² Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³ The figures are the arithmetic average of the hours actually worked per week by all the workers in the occupation during the pay period covered.

TABLE XIX

DISTRIBUTION OF MILLS AND MILL WORKERS IN THE COTTON
YARN AND CLOTH INDUSTRY, BY REGION, 1946

	Canada	Maritime Provinces	Quebec	Ontario
Total Mills.....	35	4	15	16
Mill Workers:				
Male.....	11,898	901	8,097	2,900
Female.....	8,268	681	5,229	2,358
Totals.....	20,166	1,582	13,326	5,258

TABLE XX

STANDARD OR NORMAL WORKING HOURS IN THE COTTON YARN
AND CLOTH INDUSTRY, BY MILL, 1946

STANDARD HOURS	Canada	Maritime Provinces	Quebec	Ontario
WEEKLY HOURS—				
40.....	4	—	4	—
42½.....	1	—	1	—
45.....	4	—	2	2
48.....	19	—	5	14
50.....	5	4	1	—
55.....	2	—	2	—
Totals.....	35	4	15	16
DAILY HOURS—				
Mills on Five-Day Week:				
8.....	4	—	4	—
9.....	2	—	—	2
9½.....	2	—	—	2
9-6.....	8	—	—	8
10.....	5	—	5	—
Totals.....	21	—	9	12
Mills on Six-Day Week:				
MONDAY TO FRIDAY				
7 and 7½.....	2	—	2	—
8.....	2	—	1	1
8.....	1	—	1	—
8-6 and 8½.....	2	—	—	2
9.....	1	—	—	1
9.....	4	4	—	—
10.....	2	—	2	—
SATURDAY				
7½.....	—	—	—	—
5.....	—	—	—	—
4½-5.....	—	—	—	—
3.....	—	—	—	—
5.....	—	—	—	—
5.....	—	—	—	—
Totals.....	14	4	6	4

TABLE XXI

STANDARD OR NORMAL WORKING HOURS IN THE COTTON YARN
AND CLOTH INDUSTRY, BY NUMBER OF MILL WORKERS, 1946

STANDARD HOURS	MALE WORKERS				FEMALE WORKERS			
	Canada	Mari- time Pro- vinces	Quebec	Ontario	Canada	Mari- time Pro- vinces	Quebec	Ontario
WEEKLY HOURS—								
40.....	1,193	—	1,193	—	765	—	765	—
42½.....	—	—	—	—	937	—	937	—
45.....	619	—	528	91	895	—	765	130
48.....	6,232	—	3,423	2,809	3,768	—	1,540	2,228
50.....	2,716	901	1,815	—	1,416	681	735	—
55.....	1,138	—	1,138	—	487	—	487	—
Totals.....	11,898	901	8,097	2,900	8,268	681	5,229	2,358
DAILY HOURS—								
<i>Workers on Five-Day Week:</i>								
8.....	1,193	—	1,193	—	765	—	765	—
9.....	91	—	—	91	130	—	—	130
9½.....	488	—	—	488	483	—	—	483
9-6.....	1,975	—	—	1,975	1,293	—	—	1,293
10.....	3,433	—	3,433	—	1,672	—	1,672	—
Totals.....	7,180	—	4,626	2,554	4,343	—	2,437	1,906
<i>Workers on Six-Day Week:</i>								
MON. TO FRI. SAT.								
7 and 7½ 7½	—	—	—	—	1,242	—	1,242	—
8 5	528	—	528	—	580	—	460	120
8 8	1,805	—	1,805	—	603	—	603	—
8½-8½ 4½-5½	309	—	—	309	280	—	—	280
9 3	37	—	—	37	52	—	—	52
9 5	901	901	—	—	681	681	—	—
10 5	1,138	—	1,138	—	487	—	487	—
Totals.....	4,718	901	3,471	346	3,925	681	2,792	452

TABLE XXII

OVERTIME RATES OF PAY IN THE COTTON YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1946

NOTE.—Re Sundays and holidays: Twenty-four mills employing 16,437 workers reported time and one half; one mill employing 186 workers reported double time, and the remaining 10 mills did not report any overtime information.

OVERTIME RATES OF PAY	MONDAY TO FRIDAY		SATURDAY		ONLY AFTER WEEKLY HOURS	
	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
Total Mills and Mill Workers.....	21	12,496	21	12,496	14	7,670
<i>Straight Time:</i>						
Canada (Ontario only).....	1	209	1	209	—	—
<i>Straight Time plus Ten Per Cent:</i>						
Canada.....	6	5,777	—	—	1	170
Quebec.....	6(a)	5,777(a)	—	—	—	—
Ontario.....	—	—	—	—	1(b)	170(b)
<i>Time and One-Quarter:</i>						
Canada.....	1	186	1	186	1	566
Quebec.....	1	186	1	186	—	—
Ontario.....	—	—	—	—	1	566
<i>Time and One-Half:</i>						
Canada.....	11	6,103	11	6,103	12	6,934
Maritime Provinces.....	3	1,085	3	1,085	1	497
Quebec.....	3	2,760	3	2,760	5	4,603
Ontario.....	5	2,258	5	2,258	6	1,834
<i>No Overtime Information:</i>						
Canada.....	2	221	8	5,998	—	—

(a) These mills paid ten per cent over straight time rates after daily hours and time and one-half after weekly hours.

(b) This mill paid 7½ cents per hour extra for all time worked after normal working week.

TABLE XXIII

VACATIONS WITH PAY IN THE COTTON YARN AND COTTON CLOTH
INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1946

LENGTH OF SERVICE REQUIRED	INITIAL VACATION OF ONE WEEK		MAXIMUM VACATION			
			ONE WEEK		TWO WEEKS	
	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
<i>No Specified Service:</i>						
Canada (Quebec only).....	3	3,548	2	3,538	—	—
<i>Three Months:</i>						
Canada.....	8	2,831	7	2,699	—	—
Maritime Provinces.....	2	587	2	587	—	—
Ontario.....	6	2,244	5	2,112	—	—
<i>One Year:</i>						
Canada.....	24	13,787	17	11,490	1	10
Maritime Provinces.....	2	995	1	498	—	—
Quebec.....	12	9,778	10	8,686	1	10
Ontario.....	10	3,014	6	2,306	—	—
<i>Five Years:</i>						
Canada (Ontario only).....	—	—	—	—	3	421
<i>Ten Years:</i>						
Canada (Quebec only).....	—	—	—	—	2	1,092
<i>Over Ten Years:</i>						
Canada.....	—	—	—	—	3	916
Maritime Provinces.....	—	—	—	—	1(a)	497
Ontario.....	—	—	—	—	2(a)	419
Totals.....	34	20,156	26	17,727	9	2,439

(a) One mill in Ontario requires 20 years' service; another in Ontario and one in the Maritimes require 25 years' service.

TABLE XXIV

SHIFT WORK IN THE COTTON YARN AND CLOTH INDUSTRY, BY
NUMBER OF MILL WORKERS, 1946

WAGE RATE DIFFERENTIALS	MALE			FEMALE	
	Two-Shift Operation	Three-Shift Operation		Two-Shift Operation	Three- Shift Operation
	2nd Shift	2nd Shift	3rd Shift	2nd Shift	2nd Shift
Total Number of Mill Workers on 2nd and 3rd Shifts..	2,868	594	758	1,080	452
<i>No Differential:</i>					
Maritime Provinces.....	5	32	20	12	19
Quebec.....	1,162	391	4	606	196
Ontario.....	230	4	4	43	—
<i>4 Cents per Hour:</i>					
Maritime Provinces.....	137	—	—	51	—
<i>5 Cents per Hour:</i>					
Quebec.....	340	167	386	110	213
Ontario.....	138	—	28	138	24
<i>10 Per Cent:</i>					
Maritime Provinces.....	418	—	—	17	—
Ontario.....	409	—	—	64	—
<i>Other:</i>					
Quebec.....	—	—	316(a)	—	—
Ontario.....	29(b)	—	—	39(b)	—

(a) Differential of 14.3 per cent paid.

(b) Additional 20 per cent paid to regular night shift workers (and 10 per cent to rotating shift workers).

TABLE XXV

**DISTRIBUTION OF MILLS AND MILL WORKERS IN THE WOOLLEN
YARN AND CLOTH INDUSTRY, BY REGION, 1946**

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	87	7	23	51	6
Mill Workers:					
Male.....	7,107	138	2,764	3,992	213
Female.....	5,173	128	1,531	3,302	212
Totals.....	12,280	266	4,295	7,294	425

TABLE XXVI

**STANDARD OR NORMAL WORKING HOURS IN THE WOOLLEN YARN
AND CLOTH INDUSTRY, BY MILLS, 1946**

STANDARD HOURS	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
WEEKLY HOURS—					
40.....	5	1	1	1	2
41½ and 44.....	2	—	—	—	2
45.....	8	—	—	8	—
47½.....	8	—	1	7	—
48.....	42	1	9	30	2
48½ and 49.....	3	2	—	1	—
49½.....	2	1	1	—	—
50.....	6	1	2	3	—
53 and 54.....	3	1	2	—	—
55.....	8	—	7	1	—
Totals.....	87	7	23	51	6
DAILY HOURS—					
<i>Mills on Five-Day Week:</i>					
8.....	5	1	2	1	1
9.....	7	—	—	7	—
9½.....	14	—	1	13	—
9·6.....	10	—	3	7	—
10.....	10	—	1	9	—
Totals.....	46	1	7	37	1
<i>Mills on Six-Day Week:</i>					
MON. TO FRI. SAT.					
7.....	1	—	—	—	1
7½.....	2	—	—	—	2
8.....	1	—	—	1	—
8.....	9	1	1	5	2
8½-8¾.....	4	1	1	2	—
9.....	13	3	4	6	—
9.....	1	1	—	—	—
9·6.....	1	—	1	—	—
10.....	9	—	9	—	—
Totals.....	41	6	16	14	5

TABLE XXVII
STANDARD OR NORMAL WORKING HOURS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY
NUMBER OF MILL WORKERS, 1946

STANDARD HOURS	MALE WORKERS					FEMALE WORKERS				
	Canada	Mari- time Provinces	Quebec	Ontario	West- ern Provinces	Canada	Mari- time Provinces	Quebec	Ontario	West- ern Provinces
WEEKLY HOURS—										
40.....	219	—	180	36	3	322	4	129	72	117
41½ and 44.....	32	—	—	—	32	198	—	—	128	70
45.....	463	—	—	463	—	707	—	6	701	—
47½.....	643	—	155	488	—	587	—	136	451	—
48.....	3,535	7	594	2,770	164	2,116	7	308	1,776	25
48½ and 49.....	94	71	—	23	—	94	59	—	35	—
49½.....	400	8	392	—	—	150	11	139	—	—
50.....	296	45	60	191	—	235	42	54	139	—
51-54.....	205	7	184	—	14	133	5	128	—	—
55.....	1,215	—	1,194	21	—	631	—	631	—	—
Totals.....	7,107(a)	138	2,764(a)	3,992	213	5,173	128	1,531	3,302	212
DAILY HOURS—										
<i>Workers on Five-Day Week:</i>										
8.....	219	—	180	36	3	300	4	129	72	95
9.....	423	—	—	423	—	625	—	6	619	—
9½.....	955	—	155	800	—	909	—	136	773	—
9-6.....	670	—	313	357	—	406	—	85	321	—
10.....	691	—	41	650	—	395	—	86	309	—
11.....	21	—	—	21	—	—	—	—	—	—
Totals.....	2,979	—	689	2,287	3	2,635	4	442	2,094	95

Workers on Six-Day Week:

MON. TO FRI.	SAT.											
7	4	—	—	—	—	—	—	—	—	—	—	22
7½	4 and 5½	32	—	—	—	—	—	—	—	—	—	70
8	4 and 5	40	—	—	—	—	—	—	—	—	—	—
8	8	1,291	—	—	—	—	—	—	—	—	—	—
8	5 and 5½	149	—	—	—	—	—	—	—	—	—	—
8	8½	—	—	—	—	—	—	—	—	—	—	—
8	4½	30	—	—	—	—	—	—	—	—	—	—
8	4½	33	—	—	—	—	—	—	—	—	—	—
8	4½	1,149	—	—	—	—	—	—	—	—	—	—
9	3-5.....	91	—	—	—	—	—	—	—	—	—	—
9	8 and 9	21	—	—	—	—	—	—	—	—	—	—
9.6	5	53	—	—	—	—	—	—	—	—	—	—
10	4 and 5	1,325	—	—	—	—	—	—	—	—	—	—
		4,128(a)	138	2,075(a)	1,705	210	2,538	124	1,089	1,208	117	
	Totals.....											

(a) Included in total but not shown in column above are five male employees in one Quebec mill at 60 hours per week on a six-day week.

TABLE XXVIII

**OVERTIME RATES OF PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS
AND MILL WORKERS, 1946**

OVERTIME RATES OF PAY	MONDAY TO FRIDAY		SATURDAY		ONLY AFTER WEEKLY HOURS		SUNDAY		HOLIDAYS	
	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
Total Mills and Mill Workers...	59	7,046	59	7,046	28	5,234	87	12,280	87	12,280
<i>Straight Time:</i>										
Canada.....	7	234	6	181	—	—	2	51	3	116
Maritime Provinces.....	2	84	2	84	—	—	—	—	1	65
Quebec.....	2	51	2	51	—	—	2	51	2	51
Ontario.....	3	99	2	46	—	—	—	—	—	—
<i>Straight Time Plus Ten Cents Per Hour:</i>										
Canada (Ontario only).....	—	—	—	—	1	96	—	—	—	—
<i>Time and One-Quarter:</i>										
Canada (Ontario only).....	7(a)	1,259(a)	7(a)	1,259(a)	3	188	7	1,259	7	1,259
<i>Time and One-Half:</i>										
Canada.....	27	4,656	25	4,536	24	4,950	28	6,439	29	5,702
Maritime Provinces.....	1	87	1	87	—	—	2	152	2	152
Quebec.....	11(b)	1,831(b)	10(b)	1,769(b)	6	2,076	4	1,844	5	1,133
Ontario.....	13	2,557	12	2,499	16	2,679	20	4,176	20	4,170
Western Provinces.....	2	181	2	181	2	195	2	267	2	267
<i>Double Time:</i>										
Canada.....	—	—	—	—	—	—	5	581	6	643
Quebec.....	—	—	—	—	—	—	4	564	5	626
Western Provinces.....	—	—	—	—	—	—	1	17	1	17
<i>No Overtime Information:</i>										
Canada.....	18	897	21	1,070	—	—	45	3,950	42	4,560

(a) Two mills paid time and one-quarter for first two hours after daily hours and time and one-half after two hours.

(b) One mill paid time and one-half to all time workers and 14 cents per hour extra to all pieceworkers after normal daily hours.

TABLE XXIX

VACATIONS WITH PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1946

NOTE.—Three mills in the Maritime Provinces did not report any vacations with pay.

LENGTH OF SERVICE REQUIRED	INITIAL VACATION OF ONE WEEK		MAXIMUM VACATION			
	Number of Mills	Number of Workers	ONE WEEK		TWO WEEKS	
			Number of Mills	Number of Workers	Number of Mills	Number of Workers
<i>No Specified Service:</i>						
Canada.....	13	1,377	12	1,315	1	62
Quebec.....	5	855	5	855	—	—
Ontario.....	8(a)	522(a)	7	460	1	62
<i>Under Three Months:</i>						
Canada.....	4	1,663	4	1,663	—	—
Maritime Provinces.....	1	87	1	87	—	—
Quebec.....	1	1,071	1	1,071	—	—
Ontario.....	2	505	2	505	—	—
<i>Three Months:</i>						
Canada.....	9	2,121	6	807	—	—
Quebec.....	1	155	—	—	—	—
Ontario.....	8	1,966	6	807	—	—
<i>Six Months:</i>						
Canada.....	10	905	8	784	—	—
Quebec.....	2	283	2	283	—	—
Ontario.....	6	592	5	484	—	—
Western Provinces.....	2	30	1	17	—	—
<i>One Year:</i>						
Canada.....	46	5,955	38	4,190	2	121
Maritime Provinces.....	3	134	3	134	—	—
Quebec.....	14	1,931	13	1,654	—	—
Ontario.....	27	3,709	21	2,313	1	108
Western Provinces.....	2	181	1	89	1	13
<i>Two Years:</i>						
Canada (Western Provinces only).....	2(b)	214(b)	1	36	1	92
<i>Five Years:</i>						
Canada.....	—	—	—	—	5	1,127
Quebec.....	—	—	—	—	2	432
Ontario.....	—	—	—	—	3	695
<i>Ten Years and Over:</i>						
Canada.....	—	—	—	—	6	2,038
Ontario.....	—	—	—	—	5	1,860
Western Provinces.....	—	—	—	—	1(b)	178(b)
Totals.....	84	12,235	69	8,795	15	3,440

(a) One mill, employing 62 workers reports an initial vacation of two weeks.

(b) One mill reported 25 hours after two years, 50 hours after three years, 75 hours after ten years, and a maximum of 100 hours after 20 years.

TABLE XXX

NUMBER OF MILL WORKERS ON SHIFT WORK IN THE WOOLLEN
YARN AND CLOTH INDUSTRY, 1946

WAGE RATE DIFFERENTIALS	MALE			FEMALE		
	Two-Shift Operation	Three-Shift Operation		Two-Shift Operation	Three-Shift Operation	
	2nd Shift	2nd Shift	3rd Shift	2nd Shift	2nd Shift	3rd Shift
Total Number of Mill Workers on 2nd and 3rd Shifts.....	936	255	328	341	191	40
<i>No Differential:</i>						
Quebec.....	139	22	16	58	43	—
Ontario.....	375	127	51	109	33	6
Western Provinces.....	6	42	40	11	39	32
<i>Less than 5 Cents per Hour:</i>						
Ontario.....	65	21	13	110	47	—
<i>5 Cents per Hour:</i>						
Quebec.....	77	—	29	—	—	—
Ontario.....	5	—	—	—	—	—
<i>6 and 9 Cents per Hour:</i>						
Quebec.....	—	1	3	—	2	—
Ontario.....	58	—	47	—	—	—
Western Provinces.....	—	—	—	—	—	1
<i>12 and 15 Cents per Hour:</i>						
Quebec.....	—	2	12	—	10	—
<i>5 Per Cent:</i>						
Quebec.....	75	4	4	1	—	—
Ontario.....	—	—	12	—	—	—
<i>10 Per Cent:</i>						
Quebec.....	100	—	—	—	—	—
Ontario.....	36	36	101	52	17	1

TABLE XXXI

DISTRIBUTION OF MILLS AND MILL WORKERS IN THE KNITTING
INDUSTRY, BY REGION, 1946

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	161	3	57	93	8
Mill Workers:					
Male.....	6,582	297	2,858	3,366	61
Female.....	12,564	619	4,191	7,469	285
Total.....	19,146	916	7,049	10,835	346

TABLE XXXII

STANDARD OR NORMAL WORKING HOURS IN THE KNITTING
INDUSTRY, BY MILL, 1946

STANDARD HOURS	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
WEEKLY HOURS—					
40.....	9	—	—	7	2
42 and 42½.....	6	—	2	3	1
44.....	23	1	7	11	4
45.....	23	—	5	17	1
45½-47.....	10	—	3	7	—
47½.....	12	—	3	9	—
48.....	56	1	20	35	—
49½.....	1	—	1	—	—
50.....	10	1	5	4	—
53.....	1	—	1	—	—
55.....	9	—	9	—	—
Totals.....	161(a)	3	57(a)	93	8
DAILY HOURS—					
<i>Mills on Five-Day Week:</i>					
8.....	10	—	—	8	2
8½.....	7	—	2	3	2
9.....	28	—	10	18	—
9¼.....	1	—	1	—	—
9½.....	19	—	4	15	—
9-6.....	12	—	4	8	—
10.....	9	—	4	5	—
Totals.....	86	—	25	57	4
<i>Mills on Six-Day Week:</i>					
MON. TO FRI. SAT.					
8 4-5	16	1	3	8	4
8 6	2	—	2	—	—
8½-8¾ 4-4½	22	—	5	16	—
9 3	12	1	4	7	—
9 4-5	11	—	6	5	—
9½ and 9-6 2½ and 5	2	—	2	—	—
10 5	9	—	9	—	—
Totals.....	75(a)	3	32(a)	36	4

(a) Included in total but not shown in column above is one Quebec mill at 60 hours per week on a six-day week.

TABLE XXXIII
STANDARD OR NORMAL WORKING HOURS IN THE KNITTING INDUSTRY, BY NUMBER OF MILL
WORKERS, 1946

STANDARD HOURS	MALE WORKERS					FEMALE WORKERS				
	Canada	Mari- time Provinces	Quebec	Ontario	West- ern Provinces	Canada	Mari- time Provinces	Quebec	Ontario	West- ern Provinces
WEEKLY HOURS—										
40.....	413	—	—	399	14	1,052	—	—	988	64
42 and 42½.....	8	—	6	—	2	196	—	97	86	13
44.....	510	144	73	251	42	1,417	288	387	566	176
45.....	738	—	115	620	3	2,087	—	191	1,864	32
45½-47.....	428	—	325	103	—	1,022	—	528	494	—
47½.....	937	—	282	655	—	1,486	—	316	1,170	—
48.....	1,887	89	634	1,164	—	3,490	234	1,122	2,134	—
49 and 49½.....	12	—	—	12	—	152	—	152	—	—
50.....	545	64	327	154	—	732	97	468	167	—
51 and 52.....	123	—	115	8	—	—	—	—	—	—
53 and 54.....	89	—	89	—	—	3	—	3	—	—
55.....	885	—	885	—	—	927	—	927	—	—
Totals.....	6,582(a)	297	2,858(a)	3,366	61	12,564	619	4,191	7,469	285
DAILY HOURS—										
<i>Workers on Five-Day Week:</i>										
8.....	419	—	—	405	14	1,069	—	—	1,005	64
8½.....	54	—	6	43	5	218	—	97	86	35
9.....	769	—	151	618	—	2,383	—	501	1,882	—
9½.....	8	—	8	8	—	85	—	85	—	—
9¾.....	1,161	—	316	845	—	1,780	—	347	1,433	—
9-6.....	601	—	313	288	—	946	—	381	565	—
10.....	412	—	173	239	—	627	—	258	369	—
Totals.....	3,424	—	967	2,438	19	7,108	—	1,669	5,340	99

TABLE XXXIV
OVERTIME RATES OF PAY IN THE KNITTING INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS,
1946

OVERTIME RATES OF PAY	MONDAY TO FRIDAY		SATURDAY		ONLY AFTER WEEKLY HOURS		SUNDAY		HOLIDAYS	
	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
Total Mills and Mill Workers...	120	12,936	120	12,936	41	6,210	161	19,146	161	19,146
<i>Straight Time:</i>										
Canada.....	29	3,741	22	3,546	—	—	17	2,989	17	2,989
Maritime Provinces.....	2	755	2	755	—	—	2	755	2	755
Quebec.....	1	10	1	21	—	—	1	52	1	52
Ontario.....	25	2,962	18	2,756	—	—	14	2,182	14	2,182
Western Provinces.....	1	14	1	14	—	—	—	—	—	—
<i>Over Straight Time and Under Time and One-Quarter:</i>										
Canada (Quebec only).....	1(a)	133(a)	—	—	2(b)	310(b)	—	—	—	—
<i>Time and One-Quarter:</i>										
Canada.....	12	1,494	12	1,494	6	659	3	510	2	321
Maritime Provinces.....	1	161	1	161	—	—	1	161	1	161
Quebec.....	—	—	—	—	1	63	—	—	—	—
Ontario.....	9(c)	1,169(c)	9(c)	1,169(c)	5(d)	596(d)	2	349	1	160
Western Provinces.....	2	164	2	164	—	—	—	—	—	—
<i>Time and One-Half:</i>										
Canada.....	31	4,741	26	4,427	33	5,241	19	3,241	19	2,967
Quebec.....	17	2,416	13	2,285	23	3,083	8	1,745	8	1,745
Ontario.....	11	2,207	10	2,024	9	2,123	11	1,496	9(e)	1,187(e)
Western Provinces.....	3	118	3	118	1	35	—	—	2	35
<i>Double Time:</i>										
Canada (Ontario only).....	—	—	—	—	—	—	1	18	1	18
<i>No Overtime Information:</i>										
Canada.....	47	2,827	60	3,469	—	—	121	12,388	122	12,851
Quebec.....	12	1,034	17	1,287	—	—	48	5,252	48	5,252
Ontario.....	34	1,778	42	2,167	—	—	65	6,790	68	7,288
Western Provinces.....	1	15	1	15	—	—	8	346	6	311

(a) This mill paid 10 cents per hour extra after daily hours.
 (b) These mills paid 10 per cent extra after weekly hours.
 (c) One mill paid time and one-half after two hours more than the normal working day.
 (d) One mill paid time and one-half after two hours more than the normal working week.
 (e) One mill paid double time for three statutory holidays.

TABLE XXXV

VACATIONS WITH PAY IN THE KNITTING INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1946

LENGTH OF SERVICE REQUIRED	INITIAL VACATION OF ONE WEEK		MAXIMUM VACATION PROVIDED			
			ONE WEEK		TWO WEEKS	
	Number of Mills	Number of Workers	Number of Mills	Number of Workers	Number of Mills	Number of Workers
<i>No Specified Service:</i>						
Canada.....	24	1,732	16	1,514	1	8
Quebec.....	9(a)	339(a)	5(a)	199(a)	1	8
Ontario.....	13	1,368	11	1,315	—	—
Western Provinces.....	2	25	—	—	—	—
<i>Under Three Months:</i>						
Canada.....	2	278	2	278	—	—
Quebec.....	—	—	—	—	—	—
Ontario.....	2	278	2	278	—	—
<i>Three Months:</i>						
Canada.....	12	1,651	10	1,268	—	—
Quebec.....	2	460	1	133	—	—
Ontario.....	10	1,191	9	1,135	—	—
<i>Six Months:</i>						
Canada.....	14	1,368	12	848	2	49
Maritime Provinces.....	1	432	—	—	—	—
Quebec.....	7	548	7	548	—	—
Ontario.....	6(a)	388(a)	5(a)	300(a)	1	34
Western Provinces.....	—	—	—	—	1	15
<i>One Year:</i>						
Canada.....	109	14,117	91	10,517	7	257
Maritime Provinces.....	2	484	2	484	—	—
Quebec.....	39	5,702	30	3,471	4	140
Ontario.....	62(b)	7,610(b)	54	6,255	2	107
Western Provinces.....	6	321	5	307	1	10
<i>Two and Three Years:</i>						
Canada.....	—	—	—	—	5	603
Maritime Provinces.....	—	—	—	—	1	432
Ontario.....	—	—	—	—	3	157
Western Provinces.....	—	—	—	—	1	14
<i>Five Years:</i>						
Canada.....	—	—	—	—	10	2,734
Quebec.....	—	—	—	—	8	2,285
Ontario.....	—	—	—	—	2	449
<i>Ten Years and Over:</i>						
Canada.....	—	—	—	—	5	1,070
Quebec.....	—	—	—	—	1(c)	265(c)
Ontario.....	—	—	—	—	4(d)	805(d)
Totals.....	161	19,146	131	14,425	30	4,721

(a) One mill gave eight days vacation with pay.

(b) Three mills gave 1½ days vacation with pay for each 3 months service, one mill gave one day for each two months service, and one mill gave 3 days for each 6 months service.

(c) This mill gave 2 weeks vacation with pay after 15 years service.

(d) One mill gave 2 weeks vacation with pay after 20 years service, the other after 25 years service.

TABLE XXXVI

SHIFT WORK IN THE KNITTING INDUSTRY, BY NUMBER OF MILL WORKERS, 1946

WAGE RATE DIFFERENTIALS	MALE			FEMALE	
	Two-Shift Operation	Three-Shift Operation		Two-Shift Operation	Three-Shift Operation
	2nd Shift	2nd Shift	3rd Shift	2nd Shift	2nd Shift
Total Number of Mill Workers on 2nd and 3rd Shifts.....	692	192	183	50	9
<i>No Differential:</i>					
Maritime Provinces.....	8	—	—	9	—
Quebec.....	460	83	84	33	7
Ontario.....	117	97	73	7	—
<i>2 to 4 Cents per Hour:</i>					
Quebec.....	30	—	—	—	—
Ontario.....	13	12	10	1	2
<i>5 Cents per Hour:</i>					
Quebec.....	15	—	—	—	—
Ontario.....	10	—	16	—	—
<i>Other Differential:</i>					
Quebec.....	4	—	—	—	—
Ontario.....	35	—	—	—	—

TABLE XXXVII

DISTRIBUTION OF MILLS AND MILL WORKERS IN THE RAYON INDUSTRY, BY REGION, 1946

	Canada	Quebec	Ontario
Total Mills.....	24	18	6
Mill Workers:			
Male.....	5,985	5,602	383
Female.....	2,744	2,297	447
Totals.....	8,729	7,899	830

TABLE XXXVIII

STANDARD OR NORMAL WORKING HOURS IN THE RAYON INDUSTRY;
BY MILL, 1946

STANDARD HOURS	Canada	Quebec	Ontario
WEEKLY HOURS—			
44.....	1	—	1
48.....	6	2	4
50.....	10	9	1
54.....	1	1	—
55.....	6	6	—
Totals.....	24	18	6
DAILY HOURS—			
Mills on Five-Day Week:			
9½.....	2	—	2
9-6.....	1	1	—
10.....	6	6	—
11.....	1	1	—
Totals.....	10	8	2
Mills on Six-Day Week:			
MON. TO FRI			
8.....	1	—	1
8.....	1	1	—
8½.....	1	—	1
9.....	4	2	2
10.....	1	1	—
10.....	6	6	—
Totals.....	14	10	4

TABLE XXXIX

STANDARD OR NORMAL WORKING HOURS IN THE RAYON INDUSTRY,
BY NUMBER OF MILL WORKERS, 1946

STANDARD HOURS	MALE WORKERS			FEMALE WORKERS		
	Canada	Quebec	Ontario	Canada	Quebec	Ontario
WEEKLY HOURS—						
44.....	40	—	40	78	—	78
48.....	1,103	837	266	654	328	326
50.....	3,898	3,821	77	1,532	1,489	43
54.....	410	410	—	248	248	—
55.....	534	534	—	232	232	—
Totals.....	5,985	5,602	383	2,744	2,297	447
DAILY HOURS—						
<i>Workers on Five-Day Week:</i>						
9½.....	76	—	76	183	—	183
9.6.....	202	202	—	96	96	—
10.....	957	957	—	522	522	—
11.....	41	41	—	26	26	—
Totals.....	1,276	1,200	76	827	644	183
<i>Workers on Six-Day Week:</i>						
MON. TO FRI. SAT.						
8 4.....	40	—	40	326	248	78
8 8.....	635	635	—	232	232	—
8½ 5.....	85	—	85	103	—	103
9 5.....	2,941	2,759	182	1,062	979	83
10 4.....	598	598	—	—	—	—
10 5.....	410	410	—	194	194	—
Totals.....	4,709	4,402	307	1,917	1,653	264

TABLE XL

OVERTIME RATES OF PAY IN THE RAYON INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1946

OVERTIME RATES OF PAY	MONDAY TO FRIDAY		SATURDAY		ONLY AFTER WEEKLY HOURS		SUNDAY		HOLIDAYS	
	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers	No. of Mills	No. of Workers
Total Mills and Mill Workers.....	11	6,695	11	6,695	13	2,034	24	8,729	24	8,729
<i>Straight Time:</i>										
Quebec.....	—	—	—	—	—	—	1	45	1	45
<i>Time and Five Per Cent:</i>										
Quebec.....	3	4,219	3	4,219	2	203	2	159	2	159
<i>Time and One-Quarter:</i>										
Quebec.....	1	145	1	145	1	298	1	298	1	298
<i>Time and One-Half:</i>										
Quebec.....	4	1,870	4	1,870	7	1,164	7	5,886	8	6,544
Ontario.....	—	—	—	—	3	369	2	181	2	181
<i>Double Time:</i>										
Quebec.....	—	—	—	—	—	—	1	658	—	—
<i>No Overtime Information:</i>										
Canada.....	3	461	3	461	—	—	10	1,502	10	1,502

TABLE XLI

VACATION WITH PAY IN THE RAYON INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1946

LENGTH OF SERVICE REQUIRED	INITIAL VACATION OF ONE WEEK		MAXIMUM VACATION			
	Number of Mills	Number of Workers	ONE WEEK		TWO WEEKS	
			Number of Mills	Number of Workers	Number of Mills	Number of Workers
<i>No Specified Service:</i>						
Quebec.....	7	1,052	6	985	—	—
Ontario.....	1(a)	145(a)	—	—	—	—
<i>Under Three Months:</i>						
Quebec.....	1	92	1	92	—	—
<i>Three Months:</i>						
Ontario.....	1	36	—	—	—	—
<i>Six Months:</i>						
Quebec.....	2	334	2	334	1	67
<i>One Year:</i>						
Quebec.....	8	6,421	8	6,421	—	—
Ontario.....	4	649	1	120	1	188
<i>Five Years:</i>						
Ontario.....	—	—	—	—	1	145
<i>Ten Years:</i>						
Ontario.....	—	—	—	—	2	259
<i>Fifteen Years:</i>						
Ontario.....	—	—	—	—	1	118
Totals.....	24	8,729	18	7,952	6	777

(a) This mill gives 1½ weeks up to five years' service.

TABLE XLII

SHIFT WORK IN THE RAYON INDUSTRY, BY NUMBER OF MILL WORKERS, 1946

WAGE RATE DIFFERENTIALS	MALE			FEMALE	
	Two-Shift Operation	Three-Shift Operation		Two-Shift Operation	Three-Shift Operation
	2nd Shift	2nd Shift	3rd Shift	2nd Shift	2nd Shift
Total Number of Mill Workers on 2nd and 3rd Shifts..	1,259	231	303	69	118
<i>No Differential:</i>					
Quebec.....	9	63	32	3	96
Ontario.....	48	17	26	58	14
<i>3 Cents per Hour:</i>					
Ontario.....	28	—	—	—	—
<i>5 Cents per Hour:</i>					
Quebec.....	133	—	—	3	—
<i>Over 5 Cents per Hour:</i>					
Quebec.....	12	—	—	—	—
<i>5 Per Cent:</i>					
Quebec.....	859	123	183	5	—
Ontario.....	18	—	—	—	—
<i>10 Per Cent:</i>					
Quebec.....	152	28	62	—	8



CANADA

DEPARTMENT OF LABOUR
RESEARCH AND STATISTICS BRANCH

WAGE RATES AND HOURS OF LABOUR IN CANADA 1946



REPORT No. 29

Issued as a Supplement to THE LABOUR GAZETTE, November, 1947



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1948



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WAGE RATES AND HOURS OF LABOUR IN CANADA, 1946

REPORT No. 29

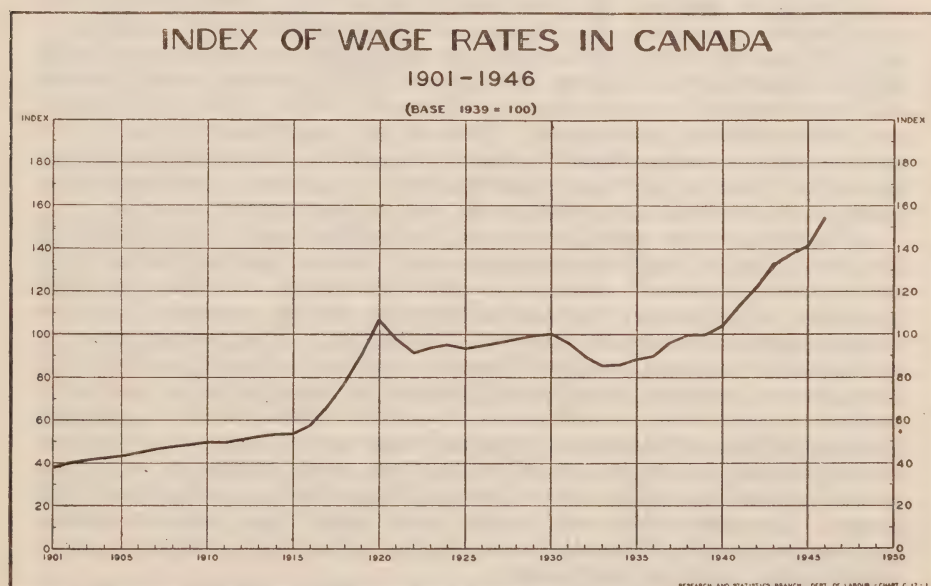
SUMMARY

THE 1946 general index of wage rates on the base of average rates in 1939 as 100 was 155.2, thus indicating a continuing upward trend. Since 1939, therefore, the increase has been 55.2 per cent, and 9.4 per cent in 1946 over 1945. From 1939 to 1940 the increase was 3.9 per cent; from 1940 to 1941, 8.8 per cent; from 1941 to 1942, 8.3 per cent; from 1942 to 1943, 9.1 per cent; from 1943 to 1944, 3.1 per cent; and from 1944 to 1945, 2.8 per cent. The 1945 to 1946 increase is, therefore, the largest percentage increase in any year since 1939. A similar upward trend was apparent in each of the six main industrial groups, with the increase in 1946 over 1945 ranging from 3.0 per cent in Mining to 11.4 per cent in the Transportation and Communication group. The largest percentage rise in any group index between 1939 and 1946 was recorded in Logging, the 1946 index being 67.4 per cent higher than in the base year.

The year 1946 was marked by a gradual relaxation of the controls on wages and prices which had been imposed for some years under the anti-inflation policy of the government.*

The first step toward decontrol of wages was taken in January, 1946, when the Wartime Wages Control Order of 1943, P.C. 9384, was amended. War Labour Boards were authorized to increase wage rates under two conditions: first, if the rates were found to be low in comparison with rates generally prevailing in the locality, or second, on such other basis as the

* See Wage Report No. 26 issued as a supplement to the *Labour Gazette* for June 1945, where an account of the various control orders up to the end of 1943 may be found. For details of these Orders in Council, see appropriate issues of the *Labour Gazette*.



Board considered reasonable in the circumstances, consistent with the maintenance of existing prices of goods and services (*Labour Gazette*, February, 1946, p. 140). Previously, Boards had been authorized to increase rates only to the extent necessary to rectify "gross injustice or gross inequality".

Further relaxation within the framework of the anti-inflation program was effected by another amendment to the Order announced the following June under which a War Labour Board might authorize or direct an increase in wage rates if the Board found the proposed increase "just and reasonable" (*Labour Gazette*, July, 1946, p. 869).

Finally, effective at the end of November, 1946, wartime controls over wages and salaries were removed and their determination returned to the processes of collective bargaining (*Labour Gazette*, December, 1946, p. 1690).

The index numbers appearing in this report indicate changes in wage rates in the various industries and industrial groups, but they do not permit any comparison of actual rates or wage levels in the various industries or groups.

INTRODUCTORY NOTES

Average wage rates in this report represent payments for a unit of labour, usually one hour, on the basis of straight-time rates or average straight-time piecework earnings. For convenience they are referred to as average wage rates although average straight-time earnings is a more precise designation. In some cases they are average straight-time weekly or monthly earnings, but usually the information is given as hourly. These averages are shown for selected representative occupations in a large number of industries, for Canada, by province or region, and in some cases by city. The rates do not include the value of any allowances to employees, such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. All wage rates shown are for males unless otherwise designated.

The index numbers of wage rates shown in the first tables of this report reflect, therefore, the changes in average straight-time earnings.

The average wage rates shown are compiled from statistics collected by the Department of Labour from about 15,000 business establishments and supplemented in some cases by information from trade union returns and from collective agreements. Most of the establishments with 15 or more employees were included in the survey with a representative number of smaller firms in certain industries, such as garages, machine shops, sawmills, in wholesale and retail trade, and in the construction industry.

Employers were asked to report for the last pay period preceding October 1, their straight-time wage or salary rates as well as their average straight-time piecework earnings in each occupation, excluding executive personnel. Information was also obtained as to the number of workers on the payroll at each rate in each occupation. The average rates or straight-time earnings computed for each occupation in a given industry from year to year may be affected therefore by changes in the number of workers at each rate as well as by changes in actual rates or earnings. Changes in rates reflect not only general wage rate and piece rate changes, but also changes in rates for individuals and small groups of employees as well as those caused by up or down grading within an occupational rate range. The rates shown are for day work only; they are not affected by changes in shift differentials nor are they affected by changes in overtime or other premium payments.

In addition to average wage rates for 1946, predominant ranges of rates are shown for the same year. These ranges include the rates for

approximately the middle 80 per cent of the workers included in the average wage rate for each occupation. The purpose of this is to eliminate extremely high and extremely low rates, but at the same time to show the ranges which include the great majority of the workers in each occupation. The rates for all workers in each occupation are included, however, in the averages. The data apply to 1946 and for the Construction Industry to earlier years as well.

Statistics of wage rates by industry are shown in Tables III to XI inclusive, while Table XII contains information on straight time or standard hours of work by industry.

Index numbers calculated for the period 1939 to 1946 on the base of average rates in 1939 as 100 are shown for a fairly detailed industrial classification in Table I, a continuation of the series first published in Report No. 26. For the period 1901 to 1946, indices are shown in Table II for the main industrial groups and in Table IIA for these same groups on the base of average rates in 1935 to 1939 as 100.

The following cases, for which wage rates and hours of work are shown in this report, are not included in the index number calculations: agriculture, stevedoring, motor transport, grain elevators, dairies, canned fruits and vegetables, chemicals, trade, garages, and civic employees.

An appendix to the report gives data regarding wages paid to farm labour in 1945, 1946 and 1947, as published by the Dominion Bureau of Statistics.

Statistics of wage rates and hours of labour have been collected by the Department since it began to function in 1900 and were published from time to time in the *Labour Gazette*. A separate report on wages was issued in 1921 as a supplement to the *Labour Gazette*. This was the first report in the series and contained statistics for certain trades and industries in a number of Canadian cities from 1901 to 1920 with index numbers on a base of average rates in 1913 as 100. The information was obtained mainly from employers and trade unions, but data from collective agreements and information obtained by departmental officers in the field and from correspondents were also used. In subsequent reports the scope of the statistics has been gradually broadened to include a representative list of occupations in most industries. Additional groups of industries have been added from time to time in the table of index numbers.

To obtain an index number for an industry, weighted averages were calculated for each of a representative list of occupations in the industry. Each such average for any year was multiplied by the weight for that occupation which was the number of workers reported in the occupation in the base year. To obtain the index number for any year, the sum of these products is expressed as a percentage of the similar aggregate for the base year.

To obtain each main industrial group index, the indices for the various industries included were weighted by the number of workers in each industry based on Dominion Bureau of Statistics employment data. The general index was computed from the main industrial groups by similar weighting procedure.

For the period 1901 to 1938 the index numbers were calculated by the use of link relatives. For this period the percentage change from year to year for each occupation was calculated. The simple arithmetic average of these percentages was obtained and the average increase or decrease applied to the index for the industry for the preceding year. To obtain the general index the main group indices were weighted in proportion to the number of workers in each group based on data from the decennial census.

**TABLE I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY
INDUSTRY, 1939-1946**

(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943	1944	1945	1946
Logging	100	104.9	114.0	125.9	143.1	146.1	153.3	167.4
Logging, Eastern Canada.....	100	105.9	114.8	124.9	142.0	143.2	151.4	162.8
Logging, Western Canada.....	100	101.1	110.8	129.7	147.5	156.8	160.5	184.9
Mining	100	102.5	111.2	116.6	123.7	134.8	136.5	140.6
Coal mining.....	100	102.1	109.4	113.1	124.8	146.0	146.2	146.7
Metal mining.....	100	102.8	112.2	118.7	123.1	125.2	128.2	135.7
Metal mining, Quebec and Ontario.....	100	103.0	112.2	118.0	121.7	123.7	124.6	128.9
Metal mining, Manitoba.....	100	101.0	107.8	114.4	121.7	127.4	127.4	140.6
Metal mining, British Columbia	100	102.7	113.7	123.0	128.7	132.1	141.9	159.0
Manufacturing	100	104.3	115.2	125.5	136.8	141.4	146.5	161.5
Primary textile products.....	100	107.5	119.0	127.8	140.4	146.0	151.5	165.6
Cotton yarn and cloth.....	100	109.6	123.8	128.1	136.6	139.1	148.7	161.6
Woolen yarn and cloth.....	100	107.6	120.1	136.6	152.8	160.3	163.5	183.1
Knitting — hosiery, underwear and outerwear.....	100	105.8	112.5	123.6	138.5	146.2	150.3	162.5
Rayon yarn and fabric.....	100	106.8	122.9	129.0	141.3	147.0	148.9	164.7
Clothing.....	100	105.3	118.0	129.0	139.3	144.3	156.3	176.2
Men's and boys' suits and over- coats.....	100	107.2	117.9	129.8	146.6	151.9	164.1	182.1
Work clothing.....	100	106.0	118.2	133.3	140.8	141.0	148.0	160.3
Women's and Misses' suits and coats.....	100	101.7	126.9	131.8	134.5	137.5	152.7	176.2
Dresses.....	100	106.1	118.8	127.5	133.2	138.9	152.5	179.2
Men's Shirts.....	100	102.4	107.0	122.6	135.9	146.5	157.0	171.7
Rubber products.....	100	102.1	117.1	127.1	134.4	139.8	143.4	167.7
Pulp and its products.....	100	104.6	109.5	115.1	120.3	125.7	127.3	148.6
Pulp.....	100	108.1	114.4	124.0	128.6	135.3	136.3	162.8
Newsprint.....	100	103.7	107.7	109.6	115.4	119.6	120.9	137.3
Paper other than newsprint....	100	103.4	107.5	113.2	120.1	124.7	126.8	147.0
Paper boxes.....	100	102.9	115.5	123.9	128.9	133.1	138.5	151.6
Printing and publishing.....	100	101.7	105.8	110.0	113.7	116.3	118.5	127.3
Newspaper printing.....	100	101.3	105.5	108.3	112.5	116.5	119.1	125.7
Job printing and publishing...	100	101.4	105.9	110.6	113.8	114.9	117.7	129.8
Lumber and its products.....	100	104.4	117.7	131.0	142.9	148.2	156.1	178.3
Sawmill products.....	100	105.0	115.0	130.7	143.8	148.7	157.5	184.8
Planing mills, sash, doors, etc..	100	105.0	120.0	123.7	134.9	139.4	147.2	161.2
Furniture.....	100	101.7	125.0	139.0	147.6	154.8	159.5	171.7
Edible plant products.....	100	102.9	115.0	122.5	130.0	134.2	139.4	153.0
Flour.....	100	103.1	113.9	121.5	133.3	135.0	139.2	153.1
Bread and cake.....	100	102.9	115.5	123.9	128.9	134.3	139.0	152.6
Biscuits.....	100	103.5	114.4	121.8	131.9	135.8	142.0	159.2
Confectionery.....	100	101.9	114.5	118.2	130.0	131.8	139.0	148.7
Fur products.....	100	105.3	113.7	121.7	127.3	130.5	140.5	150.7
Leather and its products.....	100	105.9	122.5	134.8	142.9	145.4	153.5	167.5
Leather tanning.....	100	104.5	119.5	133.9	148.9	156.8	167.0	181.1
Boots and shoes.....	100	106.2	123.2	135.0	141.7	142.6	150.1	164.0

TABLE I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY,
1939-1946—Concluded
(Rates in 1939 = 100)

INDUSTRY	1939	1940	1941	1942	1943	1944	1945	1946
Manufacturing—Concluded								
Edible animal products (meat products).....	100	103.2	112.7	119.0	135.1	137.3	141.0	165.4
Iron and its products.....	100	102.7	112.9	125.6	138.8	142.6	148.2	159.6
Crude, rolled and forged products.....	100	101.5	108.1	122.2	135.5	143.5	149.1	170.6
Foundry and machine shop products.....	100	104.5	116.0	120.9	137.0	140.8	149.5	161.0
Machinery, engines, boilers, tanks, etc.....	100	105.0	116.2	129.7	141.7	147.9	147.3	155.8
Aircraft.....	100	99.0	109.5	122.7	134.0	138.7	148.7	154.6
Shipbuilding (steel ships).....	100	104.9	121.2	132.2	144.4	145.3	145.9	148.8
Motor vehicles, etc.....	100	100.6	108.6	115.8	122.7	126.3	130.3	140.4
Motor vehicle parts and accessories.....	100	103.4	110.2	127.0	145.7	147.1	148.2	162.3
Stoves, furnaces, etc.....	100	104.5	115.6	131.0	143.5	149.5	155.4	163.5
Agricultural machinery.....	100	105.1	117.6	136.7	151.9	155.8	157.5	178.5
Tobacco products.....	100	102.8	113.0	120.4	131.5	140.3	140.5	156.9
Beverages (brewery products).....	100	103.9	113.3	117.1	121.9	123.5	127.9	148.4
Electric current production and distribution.....	100	103.3	112.0	120.2	129.6	132.5	134.4	143.5
Electrical products.....	100	105.6	123.2	133.7	149.2	154.1	156.8	169.1
Construction.....	100	104.5	111.6	118.6	127.7	129.6	131.1	143.9
Transportation and Communication	100	101.3	109.7	116.4	127.0	128.0	128.8	143.5
Transportation.....	100	101.3	110.1	117.0	127.7	128.7	129.2	145.9
Water transportation (Inland and Coastal).....	100	105.2	113.3	125.8	138.8	142.2	144.6	162.3
Steam railways.....	100	100.0	109.4	114.8	125.5	125.5	125.5	142.3
Electric street railways.....	100	103.9	109.1	115.8	121.2	125.7	126.6	139.5
Communication—Telephone.....	100	101.3	106.4	112.0	121.9	122.4	125.6	125.2
Service—Laundries.....	100	105.4	110.5	116.5	127.3	128.9	135.4	147.5
GENERAL AVERAGE.....	100	103.9	113.1	122.5	133.7	137.9	141.8	155.2

Table II—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1946

(Rates in 1939=100)

Year	Logging	Coal Mining	Metal Mining	Manufacturing	Construction	Water Transportation	Steam Railways	Electric Railways	Laundries	Telephones	General Average
1901..	51.4	47.4	61.2	.....	35.3	43.9	33.7	32.8	.....	.....	38.1
1902..	52.6	48.0	61.6	.....	37.7	44.1	35.2	34.9	.....	.....	40.0
1903..	53.9	48.9	59.5	.....	39.5	43.9	36.8	36.5	.....	.....	41.4
1904..	54.6	48.8	58.1	.....	40.9	44.5	37.6	37.5	.....	.....	42.3
1905..	57.0	49.5	58.7	.....	42.8	44.7	36.5	37.7	.....	.....	43.1
1906..	59.4	50.1	62.5	.....	45.0	45.5	38.9	39.0	.....	.....	44.9
1907..	60.3	53.6	61.7	.....	47.0	46.5	39.6	41.8	.....	.....	46.3
1908..	58.6	54.3	62.6	.....	47.7	47.6	42.2	42.0	.....	.....	47.4
1909..	61.9	54.5	63.2	.....	48.7	48.3	42.3	41.7	.....	.....	48.3
1910..	64.0	54.0	62.5	.....	50.9	48.4	44.1	44.0	.....	.....	49.9
1911..	65.6	55.9	63.1	45.0	52.9	49.1	46.9	45.2	.....	.....	49.2
1912..	67.7	56.4	66.3	45.8	56.2	50.1	47.9	47.4	.....	.....	50.8
1913..	68.7	57.3	65.3	47.2	58.6	52.0	49.0	51.3	47.0	.....	52.1
1914..	64.3	58.4	65.4	48.7	59.1	52.8	49.9	51.8	49.2	.....	52.8
1915..	61.1	58.7	66.2	50.1	59.4	54.0	49.8	50.2	47.5	.....	53.2
1916..	73.0	64.0	73.2	54.3	60.0	54.9	51.8	52.5	50.7	.....	56.9
1917..	95.8	75.0	81.1	60.4	64.4	64.5	61.0	58.8	56.8	.....	65.2
1918..	110.3	90.5	88.1	69.2	73.8	78.6	77.3	73.3	65.6	.....	76.6
1919..	127.3	97.8	88.4	85.0	86.8	86.7	90.1	83.8	75.1	.....	90.0
1920..	142.5	113.3	102.9	102.4	106.0	105.2	108.2	99.7	88.2	92.2	107.0
1921..	102.2	119.4	95.2	95.4	99.9	96.0	95.9	98.6	97.3	91.8	97.5
1922..	79.6	113.4	88.0	89.2	95.3	86.7	90.3	94.6	98.2	87.2	91.1
1923..	93.5	113.4	91.9	92.5	97.5	91.5	91.2	95.6	99.6	88.6	93.6
1924..	105.9	110.3	92.0	93.2	99.4	90.2	91.2	95.7	99.9	89.0	94.8
1925..	95.2	96.1	93.3	92.3	99.8	90.4	91.2	96.4	99.0	89.1	93.8
1926..	95.5	96.0	93.2	92.8	100.9	90.2	91.2	96.7	99.9	89.7	94.4
1927..	97.7	96.3	93.3	94.1	105.0	91.3	97.1	97.5	100.8	91.4	96.4
1928..	99.0	96.8	93.2	94.8	108.7	91.9	97.1	99.6	101.6	93.1	97.5
1929..	98.7	96.8	93.8	95.4	115.8	96.1	100.0	101.9	101.8	94.2	99.2
1930..	97.5	97.1	93.9	95.5	119.1	97.2	100.0	102.3	102.0	94.7	99.9
1931..	81.5	97.1	92.6	93.1	114.7	93.0	97.5	101.9	101.5	95.0	96.6
1932..	67.1	94.1	89.7	87.0	104.5	86.5	90.1	98.1	99.0	88.6	89.7
1933..	57.4	92.8	88.6	82.9	92.5	81.2	88.0	93.8	97.0	87.9	85.1
1934..	65.7	93.4	90.9	85.2	90.7	80.5	85.0	93.7	96.1	93.7	85.9
1935..	73.1	95.0	92.6	87.0	93.6	81.1	90.1	94.3	96.6	93.0	88.4
1936..	80.9	95.1	94.9	89.1	94.2	82.4	90.1	95.2	97.1	93.8	90.0
1937..	93.9	95.6	99.1	96.1	96.9	92.0	96.0	97.8	98.3	98.5	96.7
1938..	101.8	100.0	99.6	99.2	99.2	99.1	100.0	99.4	99.7	99.7	99.6
1939..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1940..	104.9	102.1	102.8	104.3	104.5	105.2	100.0	103.9	105.4	101.3	103.9
1941..	114.0	109.4	112.2	115.2	111.6	113.3	109.4	109.1	110.5	106.4	113.1
1942..	125.9	113.1	118.7	125.5	118.6	125.8	114.8	115.8	116.5	112.0	122.5
1943..	143.1	124.8	123.1	136.8	127.7	138.8	125.5	121.2	127.3	121.9	133.7
1944..	146.1	146.0	125.2	141.4	129.6	142.2	125.5	125.7	128.9	122.4	137.9
1945..	153.3	146.2	128.2	146.5	131.1	144.6	125.5	126.6	135.4	125.6	141.8
1946..	167.4	146.7	135.7	161.6	143.9	162.3	142.3	139.5	147.5	125.2	155.2

Table IIA—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1946

(Rates in 1935-39=100)

Year	Logging	Coal Mining	Metal Mining	Manu- fac- turing	Con- struc- tion	Water Trans- por- tation	Steam Rail- ways	Elec- tric Rail- ways	Laun- dries	Tele- phones	Gen- eral Aver- age
1901..	57.1	48.8	62.9	.....	36.5	48.3	35.4	33.7	.....	.....	40.1
1902..	58.5	49.4	63.3	.....	38.9	48.5	37.0	35.8	.....	.....	42.1
1903..	59.9	50.3	61.2	.....	40.8	48.3	38.6	37.5	.....	.....	43.6
1904..	60.7	50.2	59.7	.....	42.2	48.9	39.5	38.5	.....	.....	44.5
1905..	63.4	50.9	60.3	.....	44.2	49.2	38.3	38.7	.....	.....	45.4
1906..	66.0	51.6	64.2	.....	46.5	50.0	40.8	40.0	.....	.....	47.3
1907..	67.0	55.2	63.4	.....	48.5	51.1	41.6	42.9	.....	.....	48.8
1908..	65.2	55.9	64.4	.....	49.3	52.4	44.3	43.1	.....	.....	49.9
1909..	68.8	56.1	65.0	.....	50.3	53.1	44.4	42.8	.....	.....	50.9
1910..	71.2	55.6	64.2	.....	52.6	53.2	46.3	45.2	.....	.....	52.5
1911..	72.9	57.5	64.9	47.7	54.6	54.0	49.2	46.4	.....	.....	51.8
1912..	75.3	58.0	68.2	48.6	58.1	55.1	50.3	48.7	.....	.....	53.5
1913..	76.4	59.0	67.1	50.0	60.5	57.2	51.4	52.7	47.8	.....	54.9
1914..	71.5	60.1	67.2	51.6	61.0	58.1	52.4	53.2	50.0	.....	55.6
1915..	68.0	60.4	68.1	53.1	61.4	59.4	52.3	51.6	48.3	.....	56.0
1916..	81.2	65.9	75.2	57.6	62.0	60.4	54.4	53.9	51.6	.....	59.9
1917..	106.5	77.2	83.4	64.0	66.5	71.0	64.0	60.4	57.8	.....	68.7
1918..	122.6	93.1	90.6	73.4	76.2	86.5	81.2	75.3	66.7	.....	80.7
1919..	141.5	100.6	90.9	90.1	89.7	95.4	94.6	86.1	76.4	.....	94.8
1920..	158.4	116.6	105.8	108.5	109.5	115.7	113.6	102.4	89.7	95.1	112.7
1921..	113.6	122.9	97.9	101.1	103.2	105.6	100.7	101.3	99.0	94.6	102.7
1922..	88.5	116.7	90.5	94.6	98.4	95.4	94.8	97.2	99.9	89.9	95.9
1923..	104.0	116.7	94.5	98.1	100.7	100.7	95.8	98.2	101.3	91.3	98.6
1924..	117.7	113.5	94.6	98.8	102.7	99.2	95.8	98.3	101.6	91.8	99.8
1925..	105.8	98.9	95.9	97.8	103.1	99.4	95.8	99.0	100.7	91.9	98.8
1926..	106.2	98.8	95.8	98.4	104.2	99.2	95.8	99.3	101.6	92.5	99.4
1927..	108.6	99.1	95.9	99.7	108.5	100.4	102.0	100.1	102.5	94.2	101.5
1928..	110.1	99.6	95.8	100.5	112.3	101.1	102.0	102.3	103.3	96.0	102.7
1929..	109.7	99.6	96.4	101.1	119.6	105.7	105.0	104.7	103.5	97.1	104.5
1930..	108.4	99.9	96.5	101.2	123.0	106.9	105.0	105.1	103.7	97.6	105.2
1931..	90.6	99.9	95.2	98.7	118.5	102.3	102.4	104.7	103.2	97.9	101.7
1932..	74.6	96.8	92.2	92.2	107.9	95.1	94.6	100.7	100.7	91.3	94.5
1933..	63.8	95.5	91.1	87.9	95.6	89.3	92.4	96.3	98.6	90.6	89.6
1934..	73.0	96.1	93.4	90.3	93.7	88.6	89.3	96.2	97.7	96.6	90.5
1935..	81.3	97.8	95.2	92.2	96.7	89.2	94.6	96.8	98.2	95.9	93.1
1936..	89.9	97.9	97.6	94.4	97.3	90.6	94.6	97.8	98.7	96.7	94.8
1937..	104.4	98.4	101.9	101.9	100.1	101.2	100.8	100.4	100.0	101.6	101.8
1938..	113.2	102.9	102.4	105.2	102.5	109.0	105.0	102.1	101.4	102.8	104.9
1939..	111.2	102.9	102.8	106.0	103.3	110.0	105.0	102.7	101.7	103.1	105.3
1940..	116.6	105.1	105.7	110.6	107.9	115.7	105.0	106.7	107.2	104.4	109.4
1941..	126.8	112.6	115.3	122.1	115.3	124.6	114.9	112.1	112.4	109.7	119.1
1942..	140.0	116.4	122.0	133.0	122.5	138.4	120.5	119.0	118.5	115.5	129.0
1943..	159.1	128.4	126.5	145.1	131.9	152.7	131.8	124.5	129.5	125.7	140.8
1944..	162.4	150.3	128.8	150.0	133.9	156.4	131.8	129.1	131.1	126.2	145.2
1945..	170.4	150.5	131.8	155.4	135.5	159.0	131.8	130.1	137.7	129.5	149.4
1946..	186.1	151.0	139.6	171.4	148.7	178.5	149.4	143.3	150.0	129.1	163.5

**Table III—WAGE RATES AND HOURS OF LABOUR
IN THE LOGGING INDUSTRY, 1946**

EASTERN CANADA

NOTE.—Rates with board and lodging except in case of pulpwood cutters (pieceworkers) whose rates are without board. Where board is given in addition to rates shown, the average value is 60 cents per day.

Standard hours per week: 48-60, with most firms reporting 60 hours (75 per cent of workers).

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Blacksmiths</i>		
New Brunswick.....	4.54	.....
Quebec.....	5.11	4.40 — 5.77
Ontario.....	5.53	4.80 — 6.85
<i>Choppers, Cutters, and Sawyers</i>		
Nova Scotia.....	4.20	4.00 — 4.25
New Brunswick.....	3.97	3.25 — 4.50
Quebec.....	3.79	2.89 — 5.00
Ontario.....	3.36	2.69 — 4.20
<i>Cooks</i>		
Nova Scotia.....	4.94	4.81 — 5.00
New Brunswick.....	5.36	4.33 — 6.00
Quebec.....	4.74	4.00 — 5.50
Ontario.....	5.13	4.16 — 5.83
<i>Cookees</i>		
New Brunswick.....	3.22	2.60 — 3.50
Quebec.....	3.16	2.83 — 4.17
Ontario.....	2.49	2.10 — 3.15
<i>River Drivers</i>		
New Brunswick.....	4.23	4.00 — 5.00
Quebec.....	3.75	3.40 — 4.40
Ontario.....	4.07	3.90 — 4.50
<i>Road Cutters</i>		
New Brunswick.....	3.85	3.25 — 4.50
Quebec.....	3.24	2.90 — 4.00
Ontario.....	2.79	2.23 — 3.31
<i>Teamsters</i>		
Nova Scotia.....	4.17	4.00 — 4.25
New Brunswick.....	4.22	4.00 — 4.25
Quebec.....	4.17	3.40 — 5.50
Ontario.....	3.07	2.61 — 3.85
<i>Pulpwood Cutters</i>		
New Brunswick.....	5.43	3.85 — 6.63
Quebec.....	6.20	4.72 — 7.77
Ontario.....	6.86	5.00 — 8.07

Table III.—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY—
Continued.

PRAIRIE PROVINCES

NOTE.—In Alberta when board is given in addition to rates shown, the average value is \$1.00 per day.

Standard hours per week: 48-60 with most firms reporting 60 hours (about 75 per cent of workers).

Occupation and Locality	With Board and Lodging		Without Board	
	Average Wage Rate per Day	Range of Rates per Day	Average Wage Rate per Day	Range of Rates per Day
	\$	\$	\$	\$
<i>Blacksmiths</i>				
Saskatchewan.....			6.32	6.15 — 6.81
Alberta.....	5.18	4.00 — 5.77	6.28	5.96 — 6.92
<i>Choppers, Cutters, Sawyers</i>				
Saskatchewan.....			7.30(a)	4.15 — 15.00
Alberta.....	3.73	3.27 — 4.08	5.18(a)	4.62 — 7.00
<i>Cooks</i>				
Manitoba.....	4.88	4.00 — 5.14		
Saskatchewan.....			5.15	4.15 — 6.17
Alberta.....	5.00		7.07	6.00 — 9.44
<i>Cookees, Bullcooks, Flunkies</i>				
Manitoba.....	2.12	2.00 — 2.26		
Saskatchewan.....			4.19	3.50 — 6.00
Alberta.....	2.63	2.33 — 3.33	3.50	3.33 — 3.67
<i>Teamsters</i>				
Manitoba.....	2.61	2.50 — 2.61		
Saskatchewan.....			4.38	4.15 — 4.50
Alberta.....	3.30	3.08 — 3.46	4.16	3.85 — 4.80
<i>Tractor or Cat Operators</i>				
Manitoba.....	4.82	3.27 — 5.55		
Saskatchewan.....			5.94	4.65 — 7.00
Alberta.....	4.62	3.65 — 5.77	6.92	6.00 — 8.00

(a) Mostly piece-work earnings.

Table III.—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY—
Concluded.

BRITISH COLUMBIA

NOTE.—Rates with lodging but without board except for Cooks.

Standard hours per week—40 to 48.

Occupation	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
Boommen.....	8.16	7.86 — 8.88
Bullcooks and Flunkies.....	6.55	6.16 — 6.64
Chasers.....	8.13	7.86 — 8.24
Chokermen.....	7.75	7.61 — 7.84
Cooks.....	8.57(a)	6.86 — 9.86
Donkey Engineers.....	9.71	9.06 — 10.40
Fallers and Buckers.....	13.33(b)	8.86 — 16.56
Loaders.....	8.15	7.12 — 8.32
Locomotive Engineers.....	9.22	8.76 — 11.00
Locomotive Firemen.....	7.25	6.96 — 8.70
Rigging Slingers.....	8.85	8.80 — 8.96
Roadmen and Swampers.....	7.38	6.84 — 7.61
Sectionmen.....	6.90	6.80 — 7.20
Signalmen.....	7.18	7.11 — 7.28

(a) With Board.

(b) Mostly piece-work earnings.

Table IV—WAGE RATES AND HOURS OF LABOUR IN THE MINING INDUSTRY, 1946

(1) COAL MINING

NOTE.—Rates shown for coal mine employees in Alberta and British Columbia do not include an increase of \$1.00 per day toward the end of 1946, per day in Alberta and British Columbia and 17½ cents per hour in Saskatchewan.

Occupation and Locality		Average Wage Rate per Day	Range of Rates per Day
		\$	\$
STANDARD HOURS			
	<i>Per Day</i>	<i>Per Week</i>	
Nova Scotia.....	8 (Sat. 7 and 8)	40, 47 and 48	
New Brunswick.....	8	48	
Saskatchewan.....	8	48	
Alberta.....	8	48	
British Columbia....	8 (Sat. 0, 4 and 8)	40, 44, 48	
<i>Blacksmiths</i>			
Canada.....		7.16	
Nova Scotia.....		6.78	6.39—7.86
New Brunswick.....		6.51	5.66—7.06
Saskatchewan.....		7.45	7.36—7.76
Alberta.....		7.60	7.54—7.65
British Columbia.....		7.65 (a)	
<i>Bratticemen</i>			
Canada.....		6.54	
Nova Scotia.....		5.94 (a)	
Alberta.....		7.50	7.34—7.55
British Columbia.....		7.55 (a)	
<i>Carpenters</i>			
Canada.....		6.98	
Nova Scotia.....		6.41	6.17—6.64
Alberta.....		7.83	7.54—8.92
British Columbia.....		7.65 (a)	
<i>Drivers</i>			
Canada.....		6.78	
Nova Scotia.....		5.84 (a)	
Saskatchewan.....		6.36 (a)	
Alberta.....		7.28 (a)	
British Columbia.....		7.16 (a)	
<i>Hoisting Engineers</i>			
Canada.....		7.21	
Nova Scotia.....		6.89	6.30—7.45
New Brunswick.....		5.67	5.25—6.02
Alberta.....		7.44	7.17—7.71
British Columbia.....		7.37	7.16—8.09
<i>Labourers</i>			
Canada.....		6.15	
Nova Scotia.....		5.84 (a)	
New Brunswick.....		5.36 (a)	
Saskatchewan.....		5.96 (a)	
Alberta.....		6.67 (a)	
British Columbia.....		6.67 (a)	
<i>Machinists</i>			
Canada.....		7.54	
Nova Scotia.....		7.48	6.65—7.86
Saskatchewan.....		7.24	6.96—7.80
Alberta.....		7.62	7.16—8.00
British Columbia.....		7.65 (a)	

(a) The rate paid by practically all mines in the Province.

Table IV—COAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Miners, Contract (b)</i>		
Canada.....	9.85	.....
Nova Scotia.....	9.64	7.71—11.66
New Brunswick.....	7.23	6.86—7.97
Saskatchewan.....	7.10	6.20—8.24
Alberta.....	10.47	9.30—13.41
British Columbia.....	11.14	9.97—11.72
<i>Miners, Datal</i>		
Canada.....	7.56	.....
Nova Scotia.....	6.78	6.22—7.40
New Brunswick.....	5.34	5.25—5.72
Alberta.....	7.65	7.34—8.27
British Columbia.....	7.85	7.55—7.95
<i>Miners, Machine</i>		
Canada.....	8.31	.....
Nova Scotia.....	6.41	5.54—6.94
Saskatchewan.....	7.55	7.16—8.72
Alberta.....	8.77 (a)	.....
British Columbia.....	8.49	8.03—9.07
<i>Pumpmen</i>		
Canada.....	6.51	.....
Nova Scotia.....	6.40 (a)	.....
Saskatchewan.....	6.36 (a)	.....
Alberta.....	7.03	6.67—7.55

(a) The rate paid by practically all mines in the Province.

(b) Pieceworkers—Rates shown are average daily earnings.

Table IV—(2) METAL MINING

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
STANDARD HOURS PER WEEK:		
Canada—Underground 48, Surface and Mill 48-56		
<i>Underground</i>		
<i>Cage and Suptenders</i>		
Canada.....	.81	.....
Quebec.....	.76	.70 — .80
Ontario.....	.80	.75 — .97
Manitoba.....	.91	.75 —1.03
British Columbia.....	.89	.86 — .91
<i>Chute Blasters and Scalers</i>		
Canada.....	.80	.....
Quebec.....	.76	.75 — .80
Ontario.....	.80	.75 — .91
Manitoba.....	.87	.75 — .90

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Underground—Continued	\$	\$
<i>Deckmen</i>		
Canada.....	.72	.....
Quebec.....	.71	.63 — .80
Ontario.....	.72	.68 — .75
Manitoba.....	.82	.81 — .91
<i>Hoistmen</i>		
Canada.....	.90	.....
Quebec.....	.83	.75 — .88
Ontario.....	.89	.80 — 1.05
Manitoba.....	.95	.91 — 1.03
British Columbia.....	.93	.82 — .98
<i>Miners</i>		
Canada.....	.81	.....
Quebec.....	.76	.75 — .80
Ontario.....	.78	.75 — .91
Manitoba.....	.89	.75 — .91
British Columbia.....	.95	.89 — 1.03
<i>Miner's Helpers</i>		
Canada.....	.69	.....
Quebec.....	.68	.65 — .70
Ontario.....	.69	.68 — .75
Manitoba.....	.79	.69 — .81
<i>Motormen</i>		
Canada.....	.81	.....
Quebec.....	.75	.73 — .75
Ontario.....	.80	.75 — .91
Manitoba.....	.88	.75 — .91
British Columbia.....	.88	.75 — .92
<i>Muckers and Trammers</i>		
Canada.....	.75	.....
Quebec.....	.70	.65 — .75
Ontario.....	.73	.68 — .83
Manitoba.....	.80	.66 — .81
British Columbia.....	.84	.78 — .86
<i>Nippers</i>		
Canada.....	.82	.....
Quebec.....	.75	.....
Ontario.....	.79	.68 — .83
British Columbia.....	.87	.86 — .91
<i>Pipefitters</i>		
Canada.....	.82	.....
Quebec.....	.76	.75 — .80
Ontario.....	.80	.75 — .91
Manitoba.....	.89	.....
British Columbia.....	.91	.....
<i>Timbermen</i>		
Canada.....	.84	.....
Quebec.....	.80	.75 — .87
Ontario.....	.83	.75 — .91
Manitoba.....	.85	.75 — .91
British Columbia.....	.96	.91 — 1.00

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Underground—Concluded		
<i>Timberman's Helpers</i>		
Canada.....	.77	.....
Quebec.....	.71	.....
Ontario.....	.77	.68 — .83
British Columbia.....	.84	.83 — .86
<i>Trackmen</i>		
Canada.....	.80	.....
Quebec.....	.76	.75 — .80
Ontario.....	.79	.75 — .91
Manitoba.....	.82	.75 — .91
British Columbia.....	.91	.....
Surface and Mill		
<i>Crushermen</i>		
Canada.....	.78	.....
Quebec.....	.71	.64 — .79
Ontario.....	.77	.68 — .87
Manitoba.....	.87	.87 — .90
British Columbia.....	.88	.84 — .94
<i>Blacksmiths</i>		
Canada.....	.92	.....
Quebec.....	.82	.75 — .90
Ontario.....	.89	.80 — 1.00
Manitoba.....	1.00	.80 — 1.08
British Columbia.....	1.04	1.01 — 1.09
<i>Carpenters</i>		
Canada.....	.86	.....
Quebec.....	.79	.70 — .90
Ontario.....	.87	.75 — 1.00
Manitoba.....	.88	.80 — 1.03
British Columbia.....	.97	.82 — 1.06
<i>Compressormen</i>		
Canada.....	.86	.....
Quebec.....	.81	.70 — .85
Ontario.....	.84	.71 — .94
Manitoba.....	.84	.80 — .90
British Columbia.....	.92	.85 — 1.01
<i>Electricians</i>		
Canada.....	.94	.....
Quebec.....	.84	.75 — .90
Ontario.....	.93	.77 — 1.05
Manitoba.....	1.07	1.00 — 1.13
British Columbia.....	.99	.91 — 1.09

Table IV—(2) METAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Surface and Mill—Concluded		
<i>Hoistmen</i>		
Canada.....	.88	.....
Quebec.....	.86	.79 — .90
Ontario.....	.88	.80 — 1.05
British Columbia.....	.98	.90 — 1.00
<i>Labourers</i>		
Canada.....	.67	.....
Quebec.....	.59	.55 — .65
Ontario.....	.68	.60 — .75
Manitoba.....	.71	.63 — .75
British Columbia.....	.80	.73 — .83
<i>Machinists</i>		
Canada.....	.95	.....
Quebec.....	.87	.83 — .90
Ontario.....	.92	.77 — 1.05
Manitoba.....	1.07	.....
British Columbia.....	1.04	.95 — 1.09
<i>Steel Sharpeners</i>		
Canada.....	.84	.....
Quebec.....	.78	.69 — .85
Ontario.....	.83	.75 — .91
Manitoba.....	.92	.77 — 1.01
British Columbia.....	.94	.83 — .97
<i>Millmen</i>		
Canada.....	.80	.....
Quebec.....	.73	.66 — .85
Ontario.....	.79	.68 — .94
Manitoba.....	.90	.87 — .90
British Columbia.....	.89	.84 — .91

Table V—WAGE RATES IN THE MANUFACTURING INDUSTRIES, 1946

(1) PRIMARY TEXTILE PRODUCTS

NOTE.—For more detailed information, see report "Wages and Hours in the Primary Textiles Industry in Canada, 1946", issued as a supplement to the LABOUR GAZETTE for November 1947. The rates shown are average straight-time wages or earnings per hour. Most of the employees in this industry are on piecework.

Cotton Yarn and Cloth

Occupation	STANDARD HOURS PER WEEK			QUEBEC			ONTARIO		
	Average			Range			Average		
	Range			Average			Range		
Canada.....	48.2			.....			.....
Nova Scotia and New Brunswick.....	50.0			.....			.....
Quebec.....	48.1			40 — 55			40 — 55		
Ontario.....	48.0			45 — 48			45 — 48		

Occupation	CANADA			NOVA SCOTIA AND NEW BRUNSWICK			QUEBEC			ONTARIO		
	Average			Average			Average			Average		
	Wage Rate per Hour			Wage Rate per Hour			Wage Rate per Hour			Wage Rate per Hour		
	Range of Rates per Hour			Range of Rates per Hour			Range of Rates per Hour			Range of Rates per Hour		
Picker tenders, male.....	\$	.55		\$			\$	.55		\$	.55	
Card tenders, male.....		.55			.50 — .55			.55			.56	
Fly frame tenders, female.....		.50			.44 — .60			.50			.52	
Spinners (ring), male.....		.57						.55			.67	
Spinners (ring), female.....		.49			.41 — .50			.50			.48	
Spooler tenders, female.....		.51			.35 — .50			.54			.48	
Twister tenders, female.....		.48			.35 — .44			.53			.54	
Weavers, male.....		.64			.54 — .82			.62			.68	
Weavers, female.....		.56			.47 — .72			.55			.58	
Battery hands, female.....		.45			.39 — .54			.47			.40	
Loom fixers, male.....		.76			.69 — .77			.77			.73	
Winder tenders, female.....		.50			.42 — .72			.50			.49	
Cloth inspectors, female.....		.47			.39 — .44			.47			.47	
Skilled tradesmen (Maintenance).....		.78			.64 — .87			.80			.75	

Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued
Knitting—Hosiery, Underwear and Outerwear

Occupation	STANDARD HOURS PER WEEK				MANTOBA, ALBERTA, AND BRITISH COLUMBIA			
	Average		Range		Ontario		Quebec	
	Average	Range	Average	Range	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
Canada.....	47.9	44 — 50						
Nova Scotia and New Brunswick.....	46.5	44 — 50						
Quebec.....	50.2	44 — 55						
Ontario.....	46.2	44 — 48						
Manitoba, Alberta, and British Columbia.....	43.1	40 — 44						
<i>Hosiery</i>	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
	\$.98				1.06	.78—1.26		
	.95				.95	.73—1.16		
	.50				.54	.43— .64		
	.44				.49	.35— .67		
	.46				.55	.39— .73		
	.46				.50	.34— .68		
	.70				.71	.51— .89		
	.56				.57	.39— .79		
	.42				.46	.31— .61		
	.44				.47	.35— .62		
	.78				.80	.60—1.03		

(a) Includes twistors, reelers and winders in the underwear and outerwear department.

Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued
Knitting—Hosiery, Underwear and Outerwear—Concluded

Occupation	CANADA		NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO		MANITOBA, ALBERTA, AND BRITISH COLUMBIA	
	Average Wage Rate per Hour		Average Wage Rate per Hour		Average Wage Rate per Hour		Average Wage Rate per Hour		Average Wage Rate per Hour	
	\$		\$		\$		\$		\$	
<i>Underwear and Outerwear</i>										
Circular knitters, male.....	.64		.53	.44— .65	.59	.38— .81	.65	.47— .88	.95	.70— 1.21
Circular knitters, female.....	.43		.39	.30— .55	.38	.27— .53	.49	.39— .67	.40	.27— .51
Sewing machine operators, female.....	.47		.43	.28— .63	.45	.30— .62	.48	.36— .65	.47	.35— .67
Dye-house operators, male.....	.58				.52	.40— .75	.60	.48— .75		
Hand operators, male.....	.59				.55	.35— .80	.63	.45— .87		
Hand operators, female.....	.43		.39	.28— .50	.38	.29— .51	.46	.34— .61	.41	.30— .54
Cutters, male.....	.67		.59	.52— .71	.67	.45— .95	.66	.46— .82		
Cutters, female.....	.50		.41	.30— .63	.41	.30— .60	.52	.38— .71		
Fixers, knitting, male.....	.75				.64	.52— .85	.81	.56— 1.13		

Table V—(1) PRIMARY TEXTILE PRODUCTS—Concluded

Rayon Yarn and Fabric

Occupation	CANADA		QUEBEC		ONTARIO	
	Average Wage Rate per Hour		Average Wage Rate per Hour		Range of Rates per Hour	
	\$		\$		\$	
STANDARD HOURS PER WEEK						
	<i>Average</i>	<i>Range</i>				
Canada.....	50.3					
Quebec.....	50.5	48 — 55				
Ontario.....	48.0	44 — 50				
Spinners, female.....	.49		.42	.35— .46	.58	.45— .73
Throwers, female.....	.46		.45	.35— .56	.50	.38— .58
Winders, female.....	.46		.44	.33— .56	.53	.40— .63
Warpers, male.....	.60		.58	.48— .71		
Warpers, female.....	.50		.48	.40— .57		
Slasher tenders, male.....	.60		.57	.46— .65		
Weavers, male.....	.61		.60	.47— .69	.68	.42— .93
Weavers, female.....	.55		.54	.42— .60	.62	.48— .82
Loom fixers, male.....	.77		.77	.70— .84	.80	.70— .92
Graders (Cloth Room), female.....	.41		.40	.34— .44	.44	.40— .54

Table V—(2) Clothing

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Men's and Boys' Suits and Overcoats			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	41.3		
Quebec.....	41.4	40—44	
Ontario.....	40.9	40—44	
<i>Basters, Male</i>			
Canada.....		1.10	
Quebec (Montreal only).....		1.18	.88—1.66
Ontario (Toronto only).....		1.07	.70—1.38
<i>Basters, Female</i>			
Canada.....		.63	
Quebec.....		.60	.35— .88
Montreal.....		.75	.54— .96
Ontario (Toronto only).....		.70	.49— .83
<i>Button Sewers, Female</i>			
Canada.....		.62	
Quebec.....		.56	.38— .75
Montreal.....		.63	.43— .78
Ontario (Toronto only).....		.72	.51— .88
<i>Cutters</i>			
Canada.....		1.12	
Quebec.....		1.09	.88—1.20
Montreal.....		1.17	.94—1.20
Ontario (Toronto only).....		1.17	.87—1.27

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Men's and Boys' Suits and Overcoats—Concluded		
<i>Finishers, Female</i>		
Canada.....	.58	.....
Quebec.....	.55	.36—.75
Montreal.....	.64	.43—.75
Ontario (Toronto only).....	.65	.45—.83
<i>General, Hand Sewers, Female</i>		
Canada.....	.50	.....
Quebec.....	.47	.32—.60
Montreal.....	.55	.43—.70
Ontario.....	.60	.41—.88
Toronto.....	.83	.68—.88
<i>Pocket Makers</i>		
Canada.....	1.26	.....
Quebec (Montreal only).....	1.33	1.06—1.66
Ontario (Toronto only).....	1.25	1.00—1.55
<i>Pressers</i>		
Canada.....	1.05	.....
Quebec.....	.96	.60—1.33
Montreal.....	1.04	.71—1.33
Ontario (Toronto only).....	1.29	1.00—1.45
<i>Sewing Machine Operators, Male</i>		
Canada.....	1.06	.....
Quebec.....	1.05	.65—1.42
Montreal.....	1.10	.66—1.50
Ontario (Toronto only).....	1.11	.75—1.45
<i>Sewing Machine Operators, Female</i>		
Canada.....	.61	.....
Quebec.....	.60	.39—.85
Montreal.....	.66	.50—.90
Ontario.....	.64	.36—.86
Toronto.....	.72	.55—.88
<i>Tailors</i>		
Canada.....	1.02	.....
Quebec (Montreal only).....	1.11	.80—1.50
Ontario (Toronto only).....	.99	.80—1.15
<i>Trimmers</i>		
Canada.....	1.00	.....
Quebec (Montreal only).....	1.03	.88—1.15
Ontario (Toronto only).....	1.03	.80—1.16
<i>Underpressers</i>		
Canada.....	.87	.....
Quebec.....	.77	.48—1.10
Montreal.....	.92	.65—1.25
Ontario (Toronto only).....	1.06	.80—1.25

Table V—(2) CLOTHING—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
Work Clothing		\$	\$
STANDARD HOURS PER WEEK			
	<i>Average Range</i>		
Canada.....	45.1		
Nova Scotia and New Brunswick.....	45.6	44	49
Quebec.....	47.0	44	50
Ontario.....	44.2	40	48
Prairie Provinces.....	43.5	40	44
British Columbia.....	40.7	37½	44
<i>Cutters, Male</i>			
Canada.....		.80	
Nova Scotia and New Brunswick.....		.69	.47— .85
Quebec.....		.71	.50— 1.00
Montreal.....		.82	.62— 1.00
Ontario.....		.91	.71— 1.13
Toronto.....		1.03	.94— 1.13
Prairie Provinces.....		.86	.71— 1.10
British Columbia.....		.97	.73— 1.33
<i>Examiners, Female</i>			
Canada.....		.40	
Nova Scotia and New Brunswick.....		.35	.33— .40
Quebec.....		.32	.27— .38
Montreal.....		.31	.27— .43
Ontario.....		.49	.36— .55
Toronto.....		.51	.40— .55
Prairie Provinces.....		.46	.35— .57
<i>Pressers, Male</i>			
Canada.....		.70	
Quebec.....		.56	.45— .68
Montreal.....		.60	.53— .65
Ontario.....		.86	.59— 1.10
Toronto.....		.94	.62— 1.10
Prairie Provinces.....		.82	.51— 1.00
<i>Sewing Machine Operators, Female</i>			
Canada.....		.46	
Nova Scotia and New Brunswick.....		.31	.25— .41
Quebec.....		.41	.27— .59
Montreal.....		.46	.30— .59
Ontario.....		.53	.37— .67
Toronto.....		.62	.59— .67
Prairie Provinces.....		.50	.38— .59
British Columbia.....		.54	.41— .56
Shirts			
STANDARD HOURS PER WEEK			
	<i>Average Range</i>		
Canada.....	44.2		
Quebec.....	45.3	40	49
Ontario.....	43.3	40	46½
<i>Cutters, Male</i>			
Canada.....		.90	
Quebec.....		.81	.57— 1.17
Montreal.....		.93	.66— 1.17
Ontario.....		1.00	.70— 1.30

Table V—(2) CLOTHING—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Men's Shirts—Concluded			
<i>Examiners, Female</i>			
Canada.....		.57	
Quebec.....		.44	.31— .55
Montreal.....		.51	.45— .55
Ontario.....		.61	.45— .69
<i>Pressers, Female</i>			
Canada.....		.54	
Quebec.....		.47	.34— .52
Montreal.....		.49	.45— .52
Ontario.....		.65	.38— .82
<i>Sewing Machine Operators, Female</i>			
Canada.....		.44	
Quebec.....		.39	.30— .50
Montreal.....		.41	.35— .45
Ontario.....		.54	.37— .65
Women's and Misses' Suits and Coats			
STANDARD HOURS PER WEEK			
	Average	Range	
Canada.....	40.2		
Montreal.....	40.3	40—44	
Toronto.....	40.1		
Winnipeg.....	40.0		
Vancouver.....	42.5	40—44	
<i>Cutters, Male</i>			
Canada.....		1.18	
Montreal.....		1.23	.85—1.51
Toronto.....		1.25	1.09—1.46
Winnipeg.....		.91	.68—1.13
Vancouver.....		1.10	.96—1.18
<i>Finishers, Female</i>			
Canada.....		.78	
Montreal.....		.77	.50— .90
Toronto.....		.91	.68—1.26
Winnipeg.....		.65	.56— .80
Vancouver.....		.62	.45— .90
<i>Lining Makers, Female</i>			
Canada.....		.77	
Montreal.....		.79	.50—1.09
Toronto.....		.83	.53—1.22
Winnipeg.....		.60	.50— .70
Vancouver.....		.50	.40— .63
<i>Pressers, Male</i>			
Canada.....		1.35	
Montreal.....		1.46	.78—1.96
Toronto.....		1.45	.95—2.00
Winnipeg.....		.87	.83— .95
Vancouver.....		1.13	.90—1.38
<i>Sewing Machine Operators, Male</i>			
Canada.....		1.52	
Montreal.....		1.67	.99—2.18
Toronto.....		1.57	1.15—1.95
Winnipeg.....		.96	.85—1.06
Vancouver.....		1.45	1.08—2.21

Table V—(2) CLOTHING—Concluded

Occupation and Locality			Average Wage Rate per Hour
			\$
Dresses			
STANDARD HOURS PER WEEK	Average	Range	
Canada.....	41.8	.....
Montreal.....	41.8	40-46½	
Toronto.....	41.9	40-46½	
Cutters, Male			
Canada.....			1.20
Montreal.....			1.22
Toronto.....			1.15
Finishers, Female			
Canada.....			.64
Montreal.....			.63
Toronto.....			.66
Pressers, Male			
Canada.....			1.74
Montreal.....			1.85
Toronto.....			1.40
Pressers, Female			
Canada (Montreal only).....			.91
Sewing Machine Operators, Female			
Canada.....			.81
Montreal.....			.81
Toronto.....			.82

Table V—(3) RUBBER PRODUCTS

STANDARD HOURS PER WEEK	Average	Range	
Canada.....	48.6	.....
Quebec.....	50.3	48-54	
Ontario.....	47.7	44-48	
Calendermen			
Canada.....		1.00	.....
Quebec.....		.85	.79—.97
Ontario.....		1.02	.76-1.20
Toronto.....		1.10	.85-1.25
Compounders, Male			
Canada.....		.95	.....
Quebec.....		.82	.66—.89
Montreal.....		.85	.76—.89
Ontario.....		1.00	.80-1.11
Toronto.....		1.06	.96-1.12
Curers, Male			
Canada.....		1.05	.....
Quebec.....		.83	.70—.91
Ontario.....		1.06	.89-1.20
Toronto.....		1.08	.86-1.21

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Cutters, Male</i>		
Canada.....	.86	.....
Quebec.....	.71	.55— .91
Ontario.....	.93	.70—1.15
Toronto.....	1.00	.74—1.15
<i>Labourers</i>		
Canada.....	.62	.....
Quebec.....	.51	.45— .64
Ontario.....	.69	.60— .77
Toronto.....	.66	.60— .72
<i>Millmen</i>		
Canada.....	.89	.....
Quebec.....	.68	.47— .82
Ontario.....	.96	.78—1.12
Toronto.....	1.00	.89—1.13
<i>Packers, Male</i>		
Canada.....	.71	.....
Quebec.....	.59	.50— .73
Ontario.....	.77	.68— .86
<i>Packers, Female</i>		
Canada.....	.56	.....
Quebec.....	.50	.40— .56
Ontario.....	.59	.42— .76
Toronto.....	.59	.45— .74
<i>Press Operators</i>		
Canada.....	.78	.....
Quebec.....	.71	.45— .82
Ontario.....	.85	.60—1.05
Toronto.....	.87	.60—1.08
<i>Quartermakers, Female</i>		
Canada.....	.52	.....
Quebec.....	.48	.40— .60
Ontario.....	.58	.48— .71
<i>Shippers, Male</i>		
Canada.....	.77	.....
Quebec.....	.71	.62— .84
Ontario.....	.80	.62—1.02
Toronto.....	.78	.65—1.00
<i>Shoemakers, Male</i>		
Canada.....	.72	.....
Quebec.....	.65	.40— .84
Ontario.....	.85	.80— .94
<i>Shoemakers, Female</i>		
Canada.....	.60	.....
Quebec.....	.54	.40— .63
Ontario.....	.63	.49— .73
<i>Tire Builders, Male</i>		
Canada.....	1.12	.....
Ontario.....	1.12	1.04—1.23
Toronto.....	1.14	.91—1.25

Table V—(3) RUBBER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Inspectors, Male</i>		
Canada.....	1.03	.....
Ontario.....	1.03	.86—1.13
Toronto.....	1.00	.80—1.09
<i>Tube Makers, Male</i>		
Canada.....	1.09	.....
Ontario.....	1.09	1.03—1.19

Table V—(4) PULP AND PAPER PRODUCTS

STANDARD HOURS PER WEEK	Average	Range		
Canada.....	47.7	.....	
Nova Scotia and New Brunswick.....	48.0	.....	
Quebec.....	48.3	.....	
Ontario.....	48.0	.....	
Manitoba.....	48.0	.....	
British Columbia.....	44.0	.....	
<i>Pulp</i>				
<i>Wood Handlers (a)</i>				
Canada.....	.72	.....	
Nova Scotia and New Brunswick.....	.69	.....	.61—	.72
Quebec.....	.70	.....	.67—	.71
Ontario.....	.75	.....	.69—	.77
Manitoba and British Columbia.....	.82	.....	.76—	.92
<i>Grindermen</i>				
Canada.....	.80	.....	
Nova Scotia and New Brunswick.....	.70	.....	.50—	.79
Quebec.....	.75	.....	.53—	.79
Ontario.....	.82	.....	.80—	.85
Manitoba and British Columbia.....	.91	.....	.90—	.92
<i>Chippermen</i>				
Canada.....	.75	.....	
Nova Scotia and New Brunswick.....	.72	.....	.71—	.74
Quebec.....	.72	.....	.70—	.76
Ontario.....	.78	.....	.72—	.83
Manitoba and British Columbia.....	.82	.....	.77—	.84
<i>Acid Makers</i>				
Canada.....	1.00	.....	
Nova Scotia and New Brunswick.....	.98	.....	.74—	1.08
Quebec.....	.98	.....	.85—	1.12
Ontario.....	1.01	.....	.91—	1.10
British Columbia.....	1.07	.....	1.06—	1.13
<i>Digester Cooks</i>				
Canada.....	1.12	.....	
Nova Scotia and New Brunswick.....	1.09	.....	.92—	1.21
Quebec.....	1.11	.....	.97—	1.21
Ontario.....	1.12	.....	.98—	1.25
Manitoba and British Columbia.....	1.16	.....	.99—	1.28

(a) Includes boommen, pond men, conveyor men, sorters, loaders, etc.

Table V—(4) PULP AND PAPER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Pulp—Concluded	\$	\$
<i>Blow-Pit Men</i>		
Canada.....	.77	.....
Nova Scotia and New Brunswick.....	.75	.70—.77
Quebec.....	.75	.71—.80
Ontario.....	.77	.73—.82
Manitoba and British Columbia.....	.84	.83—.86
<i>Screenmen</i>		
Canada.....	.79	.....
Nova Scotia and New Brunswick.....	.75	.72—.77
Quebec.....	.76	.72—.83
Ontario.....	.80	.76—.85
Manitoba and British Columbia.....	.90	.76—.97
<i>Wet Machine Men</i>		
Canada.....	.66	.....
Nova Scotia and New Brunswick.....	.55	.42—.70
Quebec.....	.64	.51—.73
Ontario.....	.74	.67—.82
British Columbia.....	.86	.84—.87
Newsprint		
<i>Beatermen</i>		
Canada.....	.75	.....
Quebec.....	.72	.68—.74
Ontario.....	.81	.78—.85
British Columbia.....	.84	.82—.95
<i>Machine Tenders</i>		
Canada.....	1.79	.....
Nova Scotia and New Brunswick.....	2.01	1.97—2.04
Quebec.....	1.79	1.57—2.10
Ontario.....	1.74	1.52—2.03
Manitoba and British Columbia.....	1.93	1.86—1.98
<i>Backtenders</i>		
Canada.....	1.61	.....
Nova Scotia and New Brunswick.....	1.83	1.79—1.87
Quebec.....	1.61	1.40—1.92
Ontario.....	1.56	1.34—1.85
Manitoba and British Columbia.....	1.74	1.67—1.79
<i>Third Hands</i>		
Canada.....	1.29	.....
Nova Scotia and New Brunswick.....	1.43	1.39—1.46
Quebec.....	1.29	1.15—1.50
Ontario.....	1.26	1.12—1.41
Manitoba and British Columbia.....	1.36	1.32—1.39
<i>Fourth Hands</i>		
Canada.....	.96	.....
Nova Scotia and New Brunswick.....	1.00	.99—1.01
Quebec.....	.94	.86—1.02
Ontario.....	.95	.91—1.03
Manitoba and British Columbia.....	1.05	.92—1.12

Table V—(4) PULP AND PAPER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Newsprint—Concluded		
<i>Fifth Hands</i>		
Canada.....	.90	.....
Nova Scotia and New Brunswick.....	.92	.90— .94
Quebec.....	.89	.82— .96
Ontario.....	.89	.84— .92
Manitoba and British Columbia.....	.94	.87— .99
<i>Machine Oilers</i>		
Canada.....	.86	.....
Nova Scotia and New Brunswick.....	.82	.....
Quebec.....	.85	.80— .95
Ontario.....	.89	.83— .95
Manitoba and British Columbia.....	.89	.87— .91
<i>Roll Finishers</i>		
Canada.....	.77	.....
Nova Scotia and New Brunswick.....	.75	.....
Quebec.....	.77	.74— .82
Ontario.....	.79	.76— .82
Manitoba and British Columbia.....	.83	.76— .90
Paper Other Than Newsprint		
<i>Beatermen</i>		
Canada.....	.73	.....
New Brunswick.....	.73	.71— .76
Quebec.....	.72	.66— .77
Ontario.....	.72	.70— .76
British Columbia.....	.88	.82— .93
<i>Machine Tenders</i>		
Canada.....	1.16	.....
New Brunswick.....	1.32	1.15—1.51
Quebec.....	1.09	.95—1.25
Ontario.....	1.12	.95—1.28
British Columbia.....	1.48	1.32—1.54
<i>Backtenders</i>		
Canada.....	.98	.....
New Brunswick.....	1.13	.96—1.33
Quebec.....	.91	.80—1.05
Ontario.....	.96	.83—1.11
British Columbia.....	1.29	1.13—1.35
<i>Third Hands</i>		
Canada.....	.85	.....
New Brunswick.....	.97	.86—1.11
Quebec.....	.80	.72— .90
Ontario.....	.82	.72— .97
British Columbia.....	1.09	.91—1.15
<i>Finishers</i>		
Canada.....	.73	.....
New Brunswick.....	.75	.73— .80
Quebec.....	.72	.65— .80
Ontario.....	.71	.67— .76
British Columbia.....	.84	.....

Table V—(4) PULP AND PAPER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Maintenance	\$	\$
<i>Machinists</i>		
Canada.....	.99	.....
Nova Scotia and New Brunswick.....	.96	.89—1.00
Quebec.....	.95	.85—1.04
Ontario.....	1.04	.92—1.16
Manitoba and British Columbia.....	1.15	.....
<i>Millwrights</i>		
Canada.....	.96	.....
Nova Scotia and New Brunswick.....	.92	.84—1.00
Quebec.....	.91	.81—1.03
Ontario.....	1.03	.88—1.13
Manitoba and British Columbia.....	1.12	.....
<i>Electricians</i>		
Canada.....	1.01	.....
Nova Scotia and New Brunswick.....	.97	.85—1.02
Quebec.....	.95	.83—1.05
Ontario.....	1.03	.88—1.22
Manitoba and British Columbia.....	1.13	.....
<i>Pipefitters</i>		
Canada.....	.96	.....
Nova Scotia and New Brunswick.....	.92	.84—1.00
Quebec.....	.92	.83—1.01
Ontario.....	.95	.84—1.07
Manitoba and British Columbia.....	1.14	.....
<i>Firemen</i>		
Canada.....	.86	.....
Nova Scotia and New Brunswick.....	.80	.70—.96
Quebec.....	.84	.74—.94
Ontario.....	.88	.77—1.03
Manitoba and British Columbia.....	.90	.....
<i>Labourers</i>		
Canada.....	.70	.....
Nova Scotia and New Brunswick.....	.69	.61—.70
Quebec.....	.68	.65—.70
Ontario.....	.72	.65—.76
Manitoba and British Columbia.....	.82	.76—.82

Table V—(5) PAPER BOXES

STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.9	.....
Quebec.....	49.5	45—55
Ontario.....	46.1	44—53
Manitoba.....	44.3	.....
British Columbia.....	44.0	.....
<i>Adjusters, Male</i>		
Canada.....	.79	.....
Quebec (Montreal only).....	.74	.63—.86
Ontario.....	.80	.63—1.03
Toronto.....	.77	.60—1.00

Table V—(5) PAPER BOXES—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Boxmakers, Female</i>		
Canada.....	.43	.....
Quebec.....	.33	.25— .40
Montreal.....	.35	.34— .40
Ontario.....	.44	.32— .50
Toronto.....	.49	.41— .63
Manitoba.....	.41	.33— .45
<i>Bundlers, Female</i>		
Canada.....	.42	.....
Quebec.....	.36	.28— .45
Montreal.....	.39	.28— .58
Ontario.....	.44	.36— .50
Toronto.....	.44	.36— .50
<i>Handworkers, Female</i>		
Canada.....	.41	.....
Quebec.....	.36	.30— .40
Montreal.....	.36	.33— .42
Ontario.....	.44	.36— .55
Toronto.....	.43	.36— .50
Manitoba.....	.42	.30— .45
British Columbia.....	.53	.42— .65
<i>Machine Operators, Male</i>		
Canada.....	.67	.....
Quebec.....	.57	.47— .65
Montreal.....	.58	.47— .65
Ontario.....	.70	.55— .89
Toronto.....	.71	.55— .96
Manitoba.....	.63	.50— .74
British Columbia.....	.81	.50— .94
<i>Machine Operators, Female</i>		
Canada.....	.43	.....
Quebec.....	.38	.32— .40
Montreal.....	.39	.36— .42
Ontario.....	.45	.38— .56
Toronto.....	.47	.39— .59
Manitoba.....	.42	.33— .50
British Columbia.....	.63	.45— .84
<i>Paper Cutters, Male</i>		
Canada.....	.63	.....
Quebec.....	.56	.40— .70
Montreal.....	.61	.48— .70
Ontario.....	.66	.50— .81
Toronto.....	.66	.54— .80
Manitoba.....	.74	.55— .90
<i>Press Feeders, Male</i>		
Canada.....	.60	.....
Quebec (Montreal only).....	.48	.35— .59
Ontario.....	.61	.53— .68
Toronto.....	.63	.53— .70
Manitoba.....	.58	.50— .70
British Columbia.....	.82	.78— .84

Table V—(5) PAPER BOXES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<i>Scorers, Male</i>	\$	\$
Canada.....	.68	
Quebec.....	.66	.52— .75
Montreal.....	.66	.52— .72
Ontario.....	.68	.50— .84
Toronto.....	.67	.48— .84
Manitoba.....	.70	.61— .79

Table V—(6) PRINTING AND PUBLISHING

Newspaper Printing

Locality	Compositors Machine and Hand		Pressmen	
	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week
	\$		\$	
Halifax.....	1.00	40	.80	44 — 48
Saint John.....	1.08	40	1.03	40
Quebec.....	.93	40 — 42½	.87	42½ — 45
Montreal.....	1.28	40	1.24	40 — 44
Ottawa.....	1.16	40 — 45	1.15	40 — 45
Toronto.....	1.40	40	1.40	40
Hamilton.....	1.08	45	.96	48
London.....	1.16	40	1.11	40
Windsor.....	1.20	40	1.18	40
Winnipeg.....	1.02	46	1.09	48
Regina.....	1.05	45	1.05	45
Saskatoon.....	1.00	45	.98	48
Calgary.....	1.07	45	1.07	45
Edmonton.....	1.07	40 — 45	1.07	40 — 45
Vancouver.....	1.30	37½	1.30	37½
Victoria.....	1.22	37½	1.22	37½

Table V—(6) PRINTING AND PUBLISHING—Concluded
Job Printing

Locality	COMPOSITORS MACHINE AND HAND		PRESSMEN		BOOKBINDERS		BINDERY GIRLS	
	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week	Average Wage Rate per Hour	Standard Hours per Week
Halifax.....	\$.85	43 — 44	\$.81	43 — 44	\$.83	43 — 44	\$.35	43 — 47
Saint John.....	.90	40 — 44	.85	40 — 44	.78	44	.36	44
Quebec.....	.87	45	.82	45	.80	45	.30	45
Montreal.....	1.08	40 — 43	.99	40 — 43	1.01	40 — 43	.46	40 — 43
Ottawa.....	.94	43 — 47	.86	43 — 47	.86	44 — 47	.40	44 — 47
Toronto.....	1.02	40 — 44	1.01	40 — 44	.98	40 — 44	.52	40 — 44
Hamilton.....	.95	44	.92	44	.97	43 — 44	.41	43 — 44
London.....	.87	40 — 44	.82	40 — 44	.81	40 — 44	.39	40 — 44
Windsor.....	1.08	40 — 44	.99	40 — 44	.85	40 — 44	.50	40 — 44
Winnipeg.....	.97	40 — 44	.95	40 — 44	.96	40 — 44	.43	40 — 44
Regina.....	1.06	40	1.04	40	.99	40	.48	40
Saskatoon.....	1.17	40	1.11	40	1.00	40	.50	40
Calgary.....	1.09	40	1.10	40	.94	40	.49	40
Edmonton.....	1.08	40	1.08	40	1.06	40	.52	40
Vancouver.....	1.14	40 — 44	1.12	40 — 44	1.13	40 — 44	.56	40 — 44
Victoria.....	1.19	40	1.19	40	1.19	40	.59	40

Table V—(7) LUMBER AND ITS PRODUCTS

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Sawmill Products			\$	\$
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada.....	49.0	.....	
Nova Scotia and New Brunswick.....	55.4	53-60		
Quebec.....	58.3	55-60		
Ontario.....	52.2	48-60		
Prairie Provinces.....	53.4	48-60		
British Columbia.....	44.0	40-48		
<i>Edgermen</i>				
Canada.....			.83	.....
Nova Scotia and New Brunswick.....			.62	.50 — .67
Quebec.....			.60	.50 — .70
Ontario.....			.67	.50 — .82
Prairie Provinces.....			.67	.56 — .75
British Columbia.....			1.01	.85 — 1.25
<i>Engineers, Stationary</i>				
Canada.....			.95	.....
New Brunswick.....			.59	.50 — .70
Quebec.....			.67	.50 — .82
Ontario.....			.74	.60 — .91
Prairie Provinces.....			.77	.64 — .87
British Columbia.....			1.05	.95 — 1.12
<i>Firemen, Stationary</i>				
Canada.....			.80	.....
Nova Scotia and New Brunswick.....			.52	.50 — .59
Quebec.....			.57	.45 — .70
Ontario.....			.63	.50 — .75
Prairie Provinces.....			.65	.63 — .72
British Columbia.....			.89	.80 — .92
<i>Labourers</i>				
Canada.....			.61	.....
Nova Scotia and New Brunswick.....			.46	.40 — .53
Quebec.....			.49	.40 — .60
Ontario.....			.51	.45 — .65
Prairie Provinces.....			.50	.34 — .60
British Columbia.....			.82	.77 — .87
<i>Millwrights</i>				
Canada.....			.97	.....
New Brunswick.....			.63	.55 — .70
Quebec.....			.69	.59 — .80
Ontario.....			.73	.55 — .92
British Columbia.....			1.07	.97 — 1.17
<i>Saw Filers</i>				
Canada.....			1.09	.....
New Brunswick.....			.66	.55 — .72
Quebec.....			.75	.57 — .90
Ontario.....			1.06	.70 — 1.40
British Columbia.....			1.28	1.07 — 1.55

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Sawmill Products—Concluded	\$	\$
<i>Sawyers</i>		
Canada.....	1.07	.....
Nova Scotia and New Brunswick.....	.83	.67 — 1.00
Quebec.....	.64	.45 — .86
Ontario.....	.91	.60 — 1.27
Prairie Provinces.....	.96	.80 — 1.06
British Columbia.....	1.26	.92 — 1.50
<i>Pilers</i>		
Canada.....	.72	.....
Nova Scotia and New Brunswick.....	.52	.40 — .56
Quebec.....	.58	.45 — .75
Ontario.....	.61	.48 — .78
Prairie Provinces.....	.61	.45 — .72
British Columbia.....	.88	.83 — .92
Planing Mills—Sash, Doors, etc.		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	48.6	.....
Nova Scotia and New Brunswick.....	50.8	48-54
Quebec.....	53.4	48-55
Ontario.....	47.0	44-50
Prairie Provinces.....	46.0	44-60
British Columbia.....	44.0	.....
<i>Bench Hands</i>		
Canada.....	.72	.....
Nova Scotia and New Brunswick.....	.68	.55 — .83
Quebec.....	.60	.48 — .70
Ontario.....	.68	.55 — .81
Prairie Provinces.....	.82	.60 — 1.00
British Columbia.....	.93	.77 — 1.07
<i>Labourers</i>		
Canada.....	.57	.....
Nova Scotia and New Brunswick.....	.46	.40 — .50
Quebec.....	.49	.45 — .55
Ontario.....	.56	.45 — .65
Prairie Provinces.....	.57	.50 — .60
British Columbia.....	.81	.77 — .85
<i>Machine Hands</i>		
Canada.....	.67	.....
Nova Scotia and New Brunswick.....	.56	.49 — .65
Quebec.....	.58	.45 — .70
Ontario.....	.64	.50 — .78
Prairie Provinces.....	.72	.58 — .95
British Columbia.....	.93	.82 — 1.00
<i>Sawyers</i>		
Canada.....	.67	.....
Nova Scotia and New Brunswick.....	.56	.50 — .60
Quebec.....	.58	.50 — .70
Ontario.....	.60	.46 — .71
Prairie Provinces.....	.60	.50 — .70
British Columbia.....	.88	.85 — .92

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Planing Mills—Sash, Doors, etc.—Concluded	\$	\$
<i>Shippers</i>		
Canada.....	.67	.....
Nova Scotia and New Brunswick.....	.59	.47 — .65
Quebec.....	.62	.55 — .72
Ontario.....	.67	.57 — .75
Prairie Provinces.....	.66	.55 — .77
British Columbia.....	.86	.75 — 1.00
<i>Truck Drivers</i>		
Canada.....	.60	.....
Nova Scotia and New Brunswick.....	.54	.50 — .60
Quebec.....	.54	.48 — .60
Ontario.....	.61	.50 — .70
Prairie Provinces.....	.63	.55 — .70
British Columbia.....	.85	.80 — .90
Furniture		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	47.6	.....
Quebec.....	51.6	44—55
Ontario.....	46.5	45—50
Manitoba.....	45.7	44—49
British Columbia.....	42.3	40—44
<i>Cabinet Makers</i>		
Canada.....	.73	.....
Quebec.....	.78	.60 — .90
Montreal.....	.81	.75 — .90
Ontario.....	.71	.59 — .87
Toronto.....	.82	.65 — 1.00
Manitoba.....	.79	.61 — .95
British Columbia.....	.82	.70 — .90
<i>Craters and Packers</i>		
Canada.....	.62	.....
Quebec.....	.56	.46 — .67
Montreal.....	.72	.55 — .88
Ontario.....	.63	.55 — .72
Toronto.....	.59	.55 — .60
<i>Finishers and Polishers</i>		
Canada.....	.66	.....
Quebec.....	.56	.43 — .73
Montreal.....	.71	.55 — .87
Ontario.....	.67	.73 — .80
Toronto.....	.78	.63 — .92
Manitoba.....	.75	.74 — .78
British Columbia.....	.81	.77 — .90
<i>Machine Hands</i>		
Canada.....	.65	.....
Quebec.....	.55	.42 — .74
Montreal.....	.74	.55 — .92
Ontario.....	.68	.55 — .80
Toronto.....	.71	.55 — .90
Manitoba.....	.79	.60 — 1.00
British Columbia.....	.78	.60 — .90

Table V—(7) LUMBER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Furniture—Concluded	\$	\$
<i>Sanders</i>		
Canada.....	.62	
Quebec.....	.54	.40 — .70
Montreal.....	.60	.40 — .75
Ontario.....	.64	.55 — .75
Toronto.....	.62	.55 — .70
British Columbia.....	.71	.55 — .82
<i>Sawyers</i>		
Canada.....	.68	
Quebec.....	.59	.45 — .72
Montreal.....	.72	.63 — .83
Ontario.....	.69	.60 — .80
Toronto.....	.72	.55 — .90
British Columbia.....	.83	.80 — .92
<i>Upholsterers</i>		
Canada.....	.89	
Quebec.....	.95	.71 — 1.12
Montreal.....	.96	.71 — 1.12
Ontario.....	.86	.64 — 1.11
Toronto.....	.93	.80 — 1.00
British Columbia.....	1.07	.77 — 1.32
<i>Yardmen and Labourers</i>		
Canada.....	.55	
Quebec.....	.46	.40 — .55
Montreal.....	.47	.40 — .55
Ontario.....	.60	.55 — .67
Toronto.....	.69	.55 — .70
Manitoba.....	.51	.50 — .55
British Columbia.....	.74	.60 — .82

Table V—(8) EDIBLE PLANT PRODUCTS

Occupation and Locality	Average Wage Rate per Hour
Flour	\$
STANDARD HOURS PER WEEK	
Canada.....	Average 48.6 Range 44-54
Canada—	
Bolters.....	.79
Grinders.....	.84
Labourers.....	.60
Millers.....	.87
Millwrights.....	.87
Oilers.....	.66
Packers.....	.69
Purifiers.....	.73
Shippers.....	.67
Sweepers.....	.62

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Bread and Cake			\$	\$
STANDARD HOURS PER WEEK				
	Average	Range		
Canada.....	47.7	.....	
Nova Scotia and New Brunswick.....	50.8	44-54		
Quebec.....	49.4	48-57		
Ontario.....	47.6	45-50		
Prairie Provinces.....	47.1	46-52		
British Columbia.....	41.7	40-44		
<i>Bakers (a)</i>				
Canada.....			.69	.....
Nova Scotia and New Brunswick.....			.63	.47 — .74
Quebec.....			.57	.48 — .64
Montreal.....			.59	.50 — .64
Ontario.....			.70	.56 — .83
Toronto.....			.73	.60 — .84
Prairie Provinces.....			.71	.62 — .79
British Columbia.....			.90	.73 — .94
<i>Bench Workers</i>				
Canada.....			.72	.....
Nova Scotia and New Brunswick.....			.52	.37 — .63
Ontario.....			.64	.52 — .70
Toronto.....			.68	.60 — .70
Prairie Provinces.....			.70	.60 — .88
British Columbia.....			.90	.80 — .94
<i>Helpers, Male</i>				
Canada.....			.53	.....
Nova Scotia and New Brunswick.....			.46	.28 — .59
Quebec.....			.49	.39 — .58
Montreal.....			.52	.40 — .59
Ontario.....			.55	.40 — .71
Toronto.....			.59	.50 — .69
Prairie Provinces.....			.50	.41 — .60
British Columbia.....			.71	.46 — .84
<i>Helpers, Female</i>				
Canada.....			.41	.....
Nova Scotia and New Brunswick.....			.38	.34 — .40
Quebec.....			.36	.36 — .38
Montreal.....			.36	.36 — .38
Ontario.....			.41	.32 — .50
Toronto.....			.42	.38 — .45
Prairie Provinces.....			.43	.38 — .48
British Columbia.....			.47	.39 — .55
<i>Mixers</i>				
Canada.....			.76	.....
Quebec (Montreal only).....			.72	.63 — .84
Ontario.....			.69	.60 — .77
Toronto.....			.72	.66 — .78
Prairie Provinces.....			.74	.58 — .98
British Columbia.....			1.02	.93 — 1.04

(a) Not otherwise classified as mixers, oven tenders, etc.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Bread and Cake—Concluded			
<i>Oven Tenders</i>			
Canada.....		.73	
New Brunswick.....		.61	.58 — .63
Quebec (Montreal only).....		.67	.57 — .75
Ontario.....		.66	.58 — .75
Toronto.....		.67	.58 — .75
Prairie Provinces.....		.69	.58 — .79
British Columbia.....		.99	.87 — 1.02
<i>Packers and Wrappers, Male</i>			
Canada.....		.58	
Nova Scotia and New Brunswick.....		.49	.44 — .51
Quebec (Montreal only).....		.56	.54 — .59
Ontario.....		.57	.44 — .70
Toronto.....		.59	.55 — .70
Prairie Provinces.....		.52	.42 — .60
British Columbia.....		.80	.73 — .84
<i>Packers and Wrappers, Female</i>			
Canada.....		.42	
Nova Scotia and New Brunswick.....		.31	.25 — .36
Quebec.....		.34	.24 — .45
Montreal.....		.38	.31 — .48
Ontario.....		.41	.35 — .48
Toronto.....		.43	.37 — .48
Prairie Provinces.....		.42	.38 — .48
British Columbia.....		.59	.51 — .62
<i>Route Salesmen (a)</i>			
		per Week	per Week
Canada.....		40.24	
Nova Scotia and New Brunswick.....		38.28	
Quebec.....		37.84	34.07—43.65
Montreal.....		38.51	34.07—43.65
Ontario.....		40.35	35.15—48.00
Toronto.....		39.62	35.15—43.15
Prairie Provinces.....		41.91	30.00—49.87
British Columbia.....		43.16	31.55—48.43
Biscuits			
STANDARD HOURS PER WEEK			
	Average	Range	
Canada.....	49.0		
Nova Scotia and New Brunswick.....	49.5	49-50	
Quebec.....	52.6	49-55	
Ontario.....	47.0	44-48	
Prairie Provinces.....	44.8	44-45	
British Columbia.....	44.0		
<i>General Helpers, Male</i>			
		per Hour	per Hour
Canada.....		.43	
Nova Scotia and New Brunswick.....		.38	.26 — .37
Quebec (Montreal only).....		.39	.30 — .50
Ontario.....		.57	.45 — .70
Toronto.....		.60	.50 — .72
Prairie Provinces.....		.61	.56 — .66

(a) Rates shown include commission on sales.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Biscuits—Concluded			
<i>Machine Operators</i>			
Canada.....		.63	.....
New Brunswick.....		.60	.58 — .63
Quebec (Montreal only).....		.54	.40 — .65
Ontario.....		.71	.65 — .80
Toronto.....		.72	.63 — .80
British Columbia.....		.84	.72 — .94
<i>Mixers</i>			
Canada.....		.69	.....
New Brunswick.....		.62	.....
Quebec (Montreal only).....		.52	.43 — .59
Ontario.....		.75	.70 — .81
Toronto.....		.76	.72 — .81
Prairie Provinces.....		.74	.64 — .82
British Columbia.....		.86	.....
<i>Oven Tenders</i>			
Canada.....		.58	.....
Quebec.....		.47	.35 — .53
Montreal.....		.50	.48 — .53
Ontario.....		.67	.52 — .80
Toronto.....		.68	.49 — .81
Manitoba.....		.73	.69 — .82
British Columbia.....		.82	.79 — .84
<i>Packers, Female</i>			
Canada.....		.40	.....
Nova Scotia and New Brunswick.....		.29	.27 — .32
Quebec.....		.34	.28 — .38
Montreal.....		.35	.28 — .38
Ontario.....		.44	.36 — .51
Toronto.....		.44	.36 — .51
Prairie Provinces.....		.43	.36 — .49
British Columbia.....		.53	.42 — .68
<i>Shippers</i>			
Canada.....		.60	.....
Nova Scotia and New Brunswick.....		.57	.48 — .58
Quebec (Montreal only).....		.45	.35 — .63
Ontario.....		.63	.50 — .69
Toronto.....		.58	.47 — .69
Prairie Provinces.....		.70	.60 — .86
British Columbia.....		.71	.65 — .73
Confectionery			
STANDARD HOURS PER WEEK			
	Average	Range	
Canada.....	46.3	.....
Nova Scotia and New Brunswick.....	44.3	44-45	
Quebec.....	45.8	44-49	
Ontario.....	47.0	43-50	
Manitoba.....	44.4	43-48	

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Confectionery—Concluded		
<i>Candy Makers, Male</i>		
Canada.....	.64	.....
Nova Scotia and New Brunswick.....	.53	.47 — .60
Quebec.....	.61	.49 — .72
Montreal.....	.62	.50 — .72
Ontario.....	.69	.58 — .82
Toronto.....	.69	.55 — .85
Manitoba.....	.83	.76 — .85
<i>Chocolate Dippers, Female</i>		
Canada.....	.43	.....
Nova Scotia and New Brunswick.....	.36	.33 — .45
Quebec.....	.39	.31 — .47
Montreal.....	.40	.31 — .50
Ontario.....	.46	.38 — .58
Toronto.....	.46	.38 — .59
Manitoba.....	.45	.....
<i>Labourers and Helpers, Male</i>		
Canada.....	.52	.....
Nova Scotia and New Brunswick.....	.47	.40 — .50
Quebec.....	.44	.35 — .56
Montreal.....	.44	.35 — .56
Ontario.....	.57	.50 — .63
Toronto.....	.57	.50 — .64
Manitoba.....	.47	.30 — .61
<i>Helpers, Female</i>		
Canada.....	.40	.....
Quebec.....	.34	.31 — .41
Montreal.....	.35	.30 — .41
Ontario.....	.41	.38 — .44
Toronto.....	.42	.38 — .44
Manitoba.....	.34	.27 — .40
<i>Packers, Female</i>		
Canada.....	.39	.....
Nova Scotia and New Brunswick.....	.36	.35 — .39
Quebec.....	.40	.30 — .53
Montreal.....	.41	.30 — .53
Ontario.....	.41	.33 — .54
Toronto.....	.42	.33 — .54
Manitoba.....	.36	.34 — .43
<i>Shippers, Male</i>		
Canada.....	.60	.....
Quebec.....	.58	.48 — .65
Montreal.....	.58	.48 — .65
Ontario.....	.62	.54 — .70
Toronto.....	.62	.54 — .70
Fruits and Vegetables, Canned		
STANDARD HOURS PER WEEK		
	Average	Range
Canada.....	49.3	.....
Nova Scotia.....	56.2	54-60
Quebec.....	52.7	44-60
Ontario.....	48.0	40-60
British Columbia.....	50.2	44-54

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Fruits and Vegetables, Canned—Continued		
<i>Cooks and Processors</i>		
Canada.....	.61	.....
Nova Scotia.....	.42	.....
Quebec.....	.55	.50 — .62
Ontario.....	.64	.47 — .72
British Columbia.....	.72	.60 — .85
<i>Engineers, Stationary</i>		
Canada.....	.77	.....
Ontario.....	.75	.55 — .97
British Columbia.....	.85	.75 — .95
<i>Firemen, Stationary</i>		
Canada.....	.63	.....
Quebec.....	.61	.50 — .75
Ontario.....	.61	.50 — .75
British Columbia.....	.71	.65 — .80
<i>Inspectors and Checkers, Female</i>		
Canada.....	.38	.....
Nova Scotia.....	.38	.....
Ontario.....	.38	.30 — .50
<i>Labourers</i>		
Canada.....	.55	.....
Nova Scotia.....	.43	.40 — .45
Quebec.....	.42	.35 — .50
Ontario.....	.55	.45 — .65
British Columbia.....	.64	.60 — .70
<i>Machine Operators, Male</i>		
Canada.....	.58	.....
Nova Scotia.....	.45	.30 — .50
Quebec.....	.49	.37 — .55
Ontario.....	.61	.47 — .72
British Columbia.....	.70	.62 — .75
<i>Machine Operators, Female</i>		
Canada.....	.45	.....
Quebec.....	.34	.30 — .40
Ontario.....	.44	.32 — .55
British Columbia.....	.52	.46 — .66
<i>Mechanics</i>		
Canada.....	.71	.....
Nova Scotia.....	.55	.50 — .61
Ontario.....	.74	.57 — .85
British Columbia.....	.76	.70 — .83
<i>Packers, Male</i>		
Canada.....	.51	.....
Quebec.....	.47	.45 — .50
Ontario.....	.53	.47 — .63
<i>Packers, Female</i>		
Canada.....	.43	.....
Quebec.....	.34	.30 — .38
Ontario.....	.45	.40 — .50
British Columbia.....	.40	.....

Table V—(8) EDIBLE PLANT PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Fruits and Vegetables, Canned—Concluded	\$	\$
<i>Peelers, Female</i>		
Canada.....	.51	.....
Quebec.....	.34	.30 — .40
Ontario.....	.55	.30 — .78
British Columbia.....	.50	.46 — .52
<i>Truck Drivers</i>		
Canada.....	.65	.....
Nova Scotia.....	.47	.....
Quebec.....	.50	.45 — .55
Ontario.....	.63	.50 — .75
British Columbia.....	.73	.65 — .80

Table V—(9) FUR PRODUCTS

STANDARD HOURS PER WEEK	Average	Range
Canada.....	42.7	.....
Quebec.....	44.0	40-55
Ontario.....	41.3	40-48
Manitoba and Saskatchewan.....	40.7	40-44
British Columbia.....	40.3	37½-44
<i>Blockers</i>		
Canada.....	.78	.....
Quebec.....	.76	.55 — 1.00
Montreal.....	.78	.55 — 1.00
Ontario.....	.96	.65 — 1.13
Toronto.....	.98	.73 — 1.13
Manitoba and Saskatchewan.....	.61	.50 — .73
<i>Cutters</i>		
Canada.....	1.18	.....
Quebec.....	1.15	.83 — 1.39
Montreal.....	1.24	1.05 — 1.39
Ontario.....	1.32	.95 — 1.64
Toronto.....	1.38	1.08 — 1.73
Manitoba and Saskatchewan.....	1.06	.83 — 1.25
British Columbia.....	.97	.91 — 1.01
<i>Finishers, Female</i>		
Canada.....	.65	.....
Quebec.....	.67	.42 — .83
Montreal.....	.75	.63 — .83
Ontario.....	.69	.40 — 1.00
Toronto.....	.84	.60 — 1.00
Manitoba and Saskatchewan.....	.62	.43 — .80
British Columbia.....	.62	.57 — .68
<i>Machine Operators, Male</i>		
Canada.....	1.07	.....
Quebec (Montreal only).....	1.11	.88 — 1.38
Ontario.....	1.17	1.00 — 1.28
Toronto.....	1.18	1.00 — 1.28
Manitoba and Saskatchewan.....	.75	.50 — 1.00

Table V—(9) FUR PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<i>Machine Operators, Female</i>	\$	\$
Canada.....	.72	.....
Quebec.....	.75	.55 — 1.01
Montreal.....	.80	.63 — 1.02
Ontario.....	.84	.48 — 1.10
Toronto.....	.91	.60 — 1.10
Manitoba and Saskatchewan.....	.59	.43 — .81

Table V—(10) LEATHER AND ITS PRODUCTS

Leather Tanning		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	48.1	.....
Quebec.....	51.5	48-55
Ontario.....	47.7	45-50
<i>Beam House Men</i>		
Canada.....	.76	.....
Quebec.....	.45	.38 — .47
Ontario.....	.79	.60 — .95
<i>Blackers and Colourers</i>		
Canada.....	.66	.....
Quebec.....	.53	.....
Ontario.....	.67	.52 — .91
<i>Buffers</i>		
Canada.....	.76	.....
Quebec.....	.62	.54 — .75
Ontario.....	.79	.57 — 1.00
<i>Finishers</i>		
Canada.....	.64	.....
Quebec.....	.58	.54 — .60
Ontario.....	.65	.52 — .86
<i>Fleshers</i>		
Canada.....	.77	.....
Quebec.....	.61	.54 — .68
Ontario.....	.78	.60 — .94
<i>Labourers</i>		
Canada.....	.64	.....
Quebec.....	.55	.49 — .58
Ontario.....	.65	.54 — .80
<i>Limers and Soakers</i>		
Canada.....	.71	.....
Quebec.....	.54	.49 — .54
Ontario.....	.73	.58 — .89
<i>Seasoners and Stuffers</i>		
Canada.....	.69	.....
Quebec.....	.62	.58 — .65
Ontario.....	.69	.55 — .82

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Leather Tanning—Concluded		
<i>Setters</i>		
Canada.....	.72	.....
Quebec.....	.58	.52 — .60
Ontario.....	.74	.54 — .95
<i>Shavers</i>		
Canada.....	.79	.....
Quebec.....	.62	.54 — .74
Ontario.....	.83	.66 — 1.02
<i>Sorters and Shippers</i>		
Canada.....	.69	.....
Quebec.....	.66	.54 — .87
Ontario.....	.70	.57 — .83
<i>Splitters</i>		
Canada.....	.77	.....
Quebec.....	.60	.52 — .65
Ontario.....	.82	.67 — .93
<i>Stakers and Softeners</i>		
Canada.....	.73	.....
Quebec.....	.61	.54 — .64
Ontario.....	.75	.57 — 1.00
<i>Tackers</i>		
Canada.....	.74	.....
Quebec.....	.67	.43 — .96
Ontario.....	.77	.60 — .91
<i>Tanners</i>		
Canada.....	.70	.....
Quebec.....	.56	.45 — .65
Ontario.....	.70	.52 — .98
Boots and Shoes		
STANDARD HOURS PER WEEK		
	Average	Range
Canada.....	47.4	.....
Maritime Provinces.....	47.8	44-50
Quebec.....	48.7	40-55
Ontario.....	45.1	40-48
British Columbia.....	44.0	.....
<i>Buffers and Polishers</i>		
Canada.....	.67	.....
Quebec.....	.66	.48 — .82
Montreal.....	.72	.60 — .95
Ontario.....	.72	.50 — .97
Toronto.....	.75	.50 — 1.00
<i>Lasters</i>		
Canada.....	.83	.....
Maritime Provinces.....	.64	.48 — .77
Quebec.....	.83	.60 — 1.10
Montreal.....	.90	.60 — 1.18
Ontario.....	.83	.55 — 1.25
Toronto.....	1.00	.62 — 1.34
British Columbia.....	.82	.71 — .96

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Boots and Shoes—Continued		
<i>Machine Operators (Miscellaneous)</i>		
Canada.....	.74	.....
Maritime Provinces.....	.55	.45 — .62
Quebec.....	.73	.46 —1.05
Montreal.....	.78	.44 —1.10
Ontario.....	.77	.48 —1.06
Toronto.....	.88	.57 —1.22
<i>Nailing Machine Operators</i>		
Canada.....	.72	.....
Maritime Provinces.....	.57	.45 — .67
Quebec.....	.70	.46 —1.00
Montreal.....	.79	.55 —1.00
Ontario.....	.75	.51 —1.00
Toronto.....	.78	.55 — .96
British Columbia.....	.80	.67 — .97
<i>Sole Layers</i>		
Canada.....	.70	.....
Quebec.....	.68	.50 — .97
Montreal.....	.72	.52 —1.00
Ontario.....	.72	.55 — .99
Toronto.....	.88	.52 —1.25
British Columbia.....	.89	.....
<i>Sole Leather Cutters</i>		
Canada.....	.69	.....
Quebec.....	.68	.55 — .82
Montreal.....	.75	.63 — .88
Ontario.....	.71	.54 — .89
Toronto.....	.75	.60 — .88
<i>Stitchers, Male</i>		
Canada.....	.76	.....
Maritime Provinces.....	.60	.58 — .70
Quebec.....	.78	.52 —1.02
Montreal.....	.81	.50 —1.13
Ontario.....	.80	.55 —1.04
Toronto.....	.90	.57 —1.00
<i>Stitchers, Female</i>		
Canada.....	.45	.....
Maritime Provinces.....	.41	.35 — .48
Quebec.....	.43	.26 — .66
Montreal.....	.51	.30 — .77
Ontario.....	.49	.31 — .69
Toronto.....	.55	.42 — .70
British Columbia.....	.54	.44 — .67
<i>Treers</i>		
Canada.....	.79	.....
Quebec.....	.77	.65 — .97
Montreal.....	.80	.66 —1.08
Ontario.....	.85	.67 —1.05
Toronto.....	.89	.77 —1.13

Table V—(10) LEATHER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Boots and Shoes—Concluded	\$	\$
<i>Upper Leather Cutters</i>		
Canada.....	.80	.....
Maritime Provinces.....	.67	.48 — .75
Quebec.....	.82	.66 — 1.13
Montreal.....	.85	.69 — 1.13
Ontario.....	.78	.54 — .97
Toronto.....	.87	.67 — 1.11
British Columbia.....	.82	.55 — .93

Table V—(11) EDIBLE ANIMAL PRODUCTS

Dairy Products		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	49.2	.....
Maritime Provinces.....	52.3	47-67
Quebec.....	53.9	48-60
Ontario.....	47.7	44-60
Prairie Provinces.....	48.1	40-54
British Columbia.....	44.3	44-48

	<i>Bottle Fillers</i>	per Week	per Week
Canada.....		28.84	.....
Maritime Provinces.....		22.80	19.62-27.69
Quebec.....		27.41	22.00-30.00
Montreal.....		28.97	27.00-30.00
Ontario.....		31.87	26.40-34.89
Toronto.....		32.36	29.95-34.50
Prairie Provinces.....		28.82	24.82-32.50
British Columbia.....		25.39	20.77-30.00

	<i>Bottle Washers</i>	per Week	per Week
Canada.....		28.17	.....
Maritime Provinces.....		25.24	23.95-27.00
Quebec.....		26.85	22.00-30.00
Montreal.....		28.21	24.50-30.00
Ontario.....		30.88	27.84-34.50
Toronto.....		32.15	28.95-34.50
Prairie Provinces.....		28.31	25.00-32.50
British Columbia.....		26.89	20.77-31.16

	<i>Buttermakers</i>	per Week	per Week
Canada.....		30.76	.....
Maritime Provinces.....		28.32	23.08-31.00
Quebec.....		28.15	24.45-35.00
Montreal.....		29.68	24.45-35.00
Ontario.....		31.37	27.00-36.00
Prairie Provinces.....		31.46	26.60-36.93
British Columbia.....		29.50	27.28-30.93

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Continued		
<i>Can Washers</i>		
Canada.....	27.82	.....
Maritime Provinces.....	25.72	24.23—31.50
Quebec.....	28.26	23.76—30.00
Montreal.....	28.88	25.00—30.00
Ontario.....	29.46	26.40—33.95
Toronto.....	31.01	29.00—34.00
Prairie Provinces.....	26.66	24.00—31.50
British Columbia.....	25.75	24.20—30.00
<i>Ice Cream Makers</i>		
Canada.....	32.36	.....
Maritime Provinces.....	29.95	27.00—32.31
Quebec.....	31.30	27.60—35.00
Montreal.....	32.42	29.00—36.00
Ontario.....	33.93	28.80—40.00
Toronto.....	34.70	31.20—37.44
Prairie Provinces.....	32.51	27.69—38.08
British Columbia.....	33.06	26.54—39.60
<i>Pasteurizers</i>		
Canada.....	31.87	.....
Maritime Provinces.....	29.38	25.95—33.00
Quebec.....	31.40	26.40—35.95
Montreal.....	32.87	28.00—39.48
Ontario.....	33.69	28.80—38.40
Toronto.....	35.26	32.00—38.50
Prairie Provinces.....	29.79	25.39—34.50
British Columbia.....	35.41	33.46—40.39
<i>Route Salesmen (a)</i>		
Canada.....	39.21	.....
Maritime Provinces.....	33.13	27.93—36.00
Quebec.....	38.16	30.71—47.38
Montreal.....	39.79	35.18—47.38
Ontario.....	42.72	36.05—50.00
Toronto.....	44.59	38.58—52.58
Prairie Provinces.....	34.64	27.69—38.25
British Columbia.....	38.36	36.66—41.02
<i>Shippers</i>		
Canada.....	31.80	.....
Maritime Provinces.....	27.54	25.60—33.95
Quebec.....	28.28	24.00—34.00
Montreal.....	28.63	24.00—34.00
Ontario.....	33.92	30.00—37.00
Toronto.....	33.63	30.00—37.00
Prairie Provinces.....	31.51	27.69—36.65
British Columbia.....	34.69	32.20—37.85
<i>Stablemen</i>		
Canada.....	27.71	.....
Maritime Provinces.....	24.82	23.76—28.00
Quebec.....	25.92	22.70—29.48
Montreal.....	26.11	22.70—29.48
Ontario.....	29.04	24.48—33.50
Toronto.....	29.45	27.95—32.50
Prairie Provinces.....	27.09	25.90—29.50
British Columbia.....	28.94	25.39—32.20

(a) Rates shown include commission on sales.

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Concluded		
<i>Stationary Engineers</i>		
Canada.....	35.80	.....
Maritime Provinces.....	30.87	24.52—35.95
Quebec.....	36.72	32.00—44.45
Montreal.....	37.32	32.00—45.00
Ontario.....	36.44	30.60—41.00
Toronto.....	36.90	32.00—41.00
Prairie Provinces.....	34.53	28.85—39.23
British Columbia.....	37.80	33.36—42.49
<i>Stationery Firemen</i>		
Canada.....	31.39	.....
Maritime Provinces.....	26.64	23.00—30.00
Quebec.....	28.65	24.95—33.00
Montreal.....	30.19	27.95—33.00
Ontario.....	32.74	28.80—35.00
Toronto.....	34.62	34.50—36.00
Prairie Provinces.....	32.61	28.36—35.50
British Columbia.....	32.78	31.16—36.00
<i>Truck Drivers</i>		
Canada.....	28.94	.....
Maritime Provinces.....	26.56	24.00—28.85
Quebec.....	27.38	24.00—32.00
Montreal.....	28.35	25.00—32.00
Ontario.....	30.72	25.00—36.00
Toronto.....	32.59	30.00—35.00
Prairie Provinces.....	28.13	24.92—32.50
British Columbia.....	33.88	32.31—35.77
Meat Products		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	45.7	.....
Maritime Provinces.....	46.3	45—50
Quebec.....	48.9	48—54
Ontario.....	45.9	45—48
Manitoba.....	45.5	45—48
Saskatchewan.....	45.2	45—48
Alberta.....	44.8	40—48
British Columbia.....	44.1	.....
<i>Boners</i>		
	per Hour	per Hour
Canada.....	.84	.....
Quebec.....	.78	.70 — .87
Montreal.....	.76	.70 — .82
Ontario.....	.85	.65 — .99
Toronto.....	.89	.78 — 1.00
Manitoba.....	.87	.70 — 1.00
Saskatchewan.....	.77	.72 — .84
Alberta.....	.83	.80 — .88
British Columbia.....	.88	.84 — .94

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Meat Products—Continued		
<i>Casing Makers</i>		
Canada.....	.78	.....
Quebec.....	.73	.57 — .84
Montreal.....	.78	.68 — .84
Ontario.....	.80	.70 — .89
Toronto.....	.84	.78 — .89
Manitoba.....	.78	.70 — .86
Saskatchewan.....	.76	.70 — .84
Alberta.....	.79	.74 — .84
British Columbia.....	.83	.77 — .88
<i>Coolers and Freezers</i>		
Canada.....	.77	.....
Quebec.....	.69	.57 — .82
Montreal.....	.74	.62 — .82
Ontario.....	.81	.74 — .90
Toronto.....	.82	.78 — .90
Manitoba.....	.76	.68 — .84
Saskatchewan.....	.77	.74 — .86
Alberta.....	.75	.64 — .82
British Columbia.....	.80	.79 — .82
<i>Curers and Cellarmen</i>		
Canada.....	.77	.....
Maritime Provinces.....	.66	.50 — .83
Quebec.....	.74	.62 — .84
Montreal.....	.74	.65 — .82
Ontario.....	.78	.60 — .90
Toronto.....	.84	.80 — .91
Manitoba.....	.75	.64 — .90
Saskatchewan.....	.78	.72 — .84
Alberta.....	.80	.74 — .88
British Columbia.....	.83	.78 — .88
<i>General Butchers (including Slaughterers)</i>		
Canada.....	.85	.....
Maritime Provinces.....	.70	.50 — .92
Quebec.....	.81	.66 — .93
Montreal.....	.81	.66 — .93
Ontario.....	.84	.68 — 1.00
Toronto.....	.92	.80 — 1.06
Manitoba.....	.88	.77 — 1.00
Saskatchewan.....	.83	.74 — .98
Alberta.....	.87	.77 — .95
British Columbia.....	.90	.78 — 1.05
<i>Motor Truck Drivers</i>		
Canada.....	.81	.....
Quebec.....	.77	.63 — .90
Montreal.....	.77	.63 — .90
Ontario.....	.80	.58 — .92
Toronto.....	.87	.68 — .98
Manitoba.....	.84	.70 — .91
Saskatchewan.....	.76	.58 — .87
Alberta.....	.85	.79 — .93
British Columbia.....	.86	.79 — .90

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Meat Products—Continued		
<i>Packers</i>		
Canada.....	.72	
Quebec.....	.81	.75 — .85
Montreal.....	.81	.75 — .95
Ontario.....	.67	.54 — .78
Manitoba.....	.65	.60 — .76
Saskatchewan.....	.74	.66 — .84
Alberta.....	.73	.66 — .79
British Columbia.....	.83	.79 — .86
<i>Sausage Makers, Male</i>		
Canada.....	.77	
Maritime Provinces.....	.63	.50 — .83
Quebec.....	.72	.60 — .82
Montreal.....	.71	.60 — .81
Ontario.....	.76	.60 — .88
Toronto.....	.79	.58 — .92
Manitoba.....	.81	.70 — .90
Saskatchewan.....	.77	.74 — .81
Alberta.....	.79	.71 — .84
British Columbia.....	.81	.72 — .87
<i>Sausage Makers, Female</i>		
Canada.....	.59	
Maritime Provinces.....	.50	.34 — .65
Quebec.....	.53	.45 — .60
Montreal.....	.52	.45 — .60
Ontario.....	.58	.45 — .68
Toronto.....	.63	.59 — .70
Manitoba.....	.60	.50 — .65
Saskatchewan.....	.64	.62 — .67
Alberta.....	.63	.52 — .67
British Columbia.....	.58	.49 — .67
<i>Shippers</i>		
Canada.....	.77	
Maritime Provinces.....	.74	.55 — .79
Quebec.....	.75	.65 — .83
Montreal.....	.74	.65 — .83
Ontario.....	.75	.58 — .90
Toronto.....	.81	.64 — .90
Manitoba.....	.77	.72 — .87
Saskatchewan.....	.77	.63 — .86
Alberta.....	.77	.69 — .84
British Columbia.....	.85	.79 — .91
<i>Trimmers</i>		
Canada.....	.78	
Quebec (Montreal only).....	.76	.71 — .84
Ontario.....	.78	.69 — .89
Toronto.....	.87	.78 — .95
Manitoba.....	.82	.70 — .90
Saskatchewan.....	.74	.68 — .79
Alberta.....	.78	.74 — .82
British Columbia.....	.89	.83 — .93

Table V—(11) EDIBLE ANIMAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Meat Products—Concluded	\$	\$
<i>Lard Makers</i>		
Canada.....	.81	.....
Maritime Provinces.....	.78	.50 — .92
Quebec.....	.73	.62 — .85
Montreal.....	.75	.68 — .82
Ontario.....	.83	.72 — .93
Toronto.....	.87	.80 — .93
Manitoba.....	.85	.77 — .93
Saskatchewan.....	.78	.74 — .86
Alberta.....	.83	.80 — .87
British Columbia.....	.83	.77 — .91

Table V—(12) IRON AND ITS PRODUCTS

Occupation and Locality	Average Wage Rate per Hour
Crude, Rolled and Forged Products	\$
STANDARD HOURS PER WEEK	
Canada.....	Average 46.9 Range 44-50
Canada	
Blacksmiths.....	.92
Carpenters.....	.93
Electricians.....	.97
Labourers.....	.72
Machinists.....	.95
Drill and Punch Press Operators.....	.83
Grinder Operators.....	.83
Shear Operators.....	.93
Millwrights.....	.95
Oilers.....	.84
Pipefitters.....	.96
Welders.....	.92
Coke Oven Pushermen.....	.90(a)
Blast Furnace Stove Tenders.....	.94(a)
Blast Furnace Keepers.....	.92(a)
Open Hearth Second Ladlemen.....	.95(a)
Bloom Mill Bottom Makers.....	1.06(a)
Mill Roughers.....	1.18

(a) Rate based on data from basic steel plants only.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
Foundry and Machine Shop Products		\$	\$
STANDARD HOURS PER WEEK			
	<i>Average</i> <i>Range</i>		
Canada.....	46.6		
Maritime Provinces.....	46.5	44-54	
Quebec.....	49.5	44-55	
Ontario.....	46.0	44-48	
Prairie Provinces.....	44.5	40-50	
British Columbia.....	41.6	40-44	
<i>Blacksmiths</i>			
Canada.....		.85	
Maritime Provinces.....		.88	.85 — .95
Quebec.....		.77	.65 — .85
Ontario.....		.80	.60 — .95
Prairie Provinces.....		.86	.72 — .99
British Columbia.....		1.10	1.00 — 1.15
<i>Chippers and Grinders</i>			
Canada.....		.72	
Quebec.....		.65	.53 — .82
Montreal.....		.78	.71 — .82
Ontario.....		.74	.60 — .88
Toronto.....		.77	.69 — .90
Prairie Provinces.....		.63	.62 — .65
British Columbia.....		.96	.85 — 1.00
<i>Coremakers</i>			
Canada.....		.85	
Maritime Provinces.....		.86	.80 — .92
Quebec.....		.78	.59 — .97
Montreal.....		.94	.75 — 1.06
Ontario.....		.86	.68 — 1.03
Toronto.....		.93	.78 — 1.00
Prairie Provinces.....		.83	.64 — 1.02
British Columbia.....		1.13	1.06 — 1.15
<i>Labourers</i>			
Canada.....		.63	
Maritime Provinces.....		.60	.50 — .67
Quebec.....		.57	.46 — .64
Montreal.....		.62	.47 — .70
Ontario.....		.66	.55 — .77
Toronto.....		.73	.65 — .83
Prairie Provinces.....		.64	.55 — .73
British Columbia.....		.79	.65 — .85
<i>Machinists</i>			
Canada.....		.89	
Maritime Provinces.....		.85	.70 — .95
Quebec.....		.88	.72 — 1.03
Montreal.....		.92	.75 — 1.12
Ontario.....		.82	.67 — .95
Toronto.....		.89	.80 — .95
Prairie Provinces.....		.87	.73 — 1.02
British Columbia.....		1.12	1.00 — 1.20

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Foundry and Machine Shop Products—Concluded	\$	\$
<i>Machinist's Helpers</i>		
Canada.....	.66	.....
Maritime Provinces.....	.58	.40 — .85
Quebec.....	.60	.44 — .70
Montreal.....	.63	.57 — .70
Ontario.....	.67	.60 — .75
Prairie Provinces.....	.66	.60 — .77
British Columbia.....	.90	.....
<i>Moulders</i>		
Canada.....	.90	.....
Maritime Provinces.....	.86	.65 — .95
Quebec.....	.82	.58 — 1.05
Montreal.....	.99	.80 — 1.22
Ontario.....	.91	.70 — 1.20
Toronto.....	1.03	.85 — 1.30
Prairie Provinces.....	.86	.74 — 1.02
British Columbia.....	1.10	1.00 — 1.15
<i>Moulder's Helpers</i>		
Canada.....	.65	.....
Maritime Provinces.....	.66	.60 — .72
Quebec.....	.60	.48 — .70
Montreal.....	.70	.....
Ontario.....	.63	.56 — .75
Toronto.....	.75	.65 — .85
Prairie Provinces.....	.65	.60 — .77
British Columbia.....	.89	.86 — .96
<i>Patternmakers</i>		
Canada.....	.96	.....
Maritime Provinces.....	.86	.73 — .95
Quebec.....	.88	.63 — 1.07
Montreal.....	1.03	.89 — 1.20
Ontario.....	.97	.76 — 1.25
Prairie Provinces.....	.93	.78 — 1.04
British Columbia.....	1.21	1.00 — 1.31
Machinery (Other than Electrical)		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	46.1	.....
Quebec.....	47.3	42½-55
Ontario.....	45.8	40-50
Prairie Provinces.....	45.4	40-50
British Columbia.....	42.5	40-44
<i>Assemblers</i>		
Canada.....	.74	.....
Quebec.....	.68	.52 — .85
Montreal.....	.67	.50 — .85
Ontario.....	.75	.56 — .95
Toronto.....	.82	.68 — 1.00
Prairie Provinces.....	.65	.57 — .80
British Columbia.....	.95	.85 — 1.04

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Machinery (Other than Electrical)—Continued		
<i>Blacksmiths</i>		
Canada.....	.83	.....
Quebec.....	.79	.60 — 1.01
Montreal.....	.93	.85 — 1.01
Ontario.....	.82	.68 — 1.00
Toronto.....	.86	.78 — 1.00
Prairie Provinces.....	.89	.87 — .94
British Columbia.....	1.10	.....
<i>Labourers</i>		
Canada.....	.60	.....
Quebec.....	.56	.45 — .65
Montreal.....	.62	.60 — .66
Ontario.....	.64	.55 — .70
Toronto.....	.67	.60 — .72
Prairie Provinces.....	.66	.55 — .75
<i>Machine Operators</i>		
Canada.....	.79	.....
Quebec.....	.77	.57 — 1.00
Montreal.....	.89	.69 — 1.06
Ontario.....	.79	.61 — .98
Toronto.....	.84	.68 — 1.00
British Columbia.....	.93	.83 — 1.05
<i>Machinists</i>		
Canada.....	.88	.....
Quebec.....	.90	.69 — 1.12
Montreal.....	.93	.71 — 1.12
Ontario.....	.83	.68 — 1.00
Toronto.....	.88	.72 — 1.02
Prairie Provinces.....	.86	.65 — 1.02
British Columbia.....	1.05	1.00 — 1.15
<i>Moulders</i>		
Canada.....	.86	.....
Quebec.....	.86	.60 — 1.12
Montreal.....	1.02	.80 — 1.17
Ontario.....	.85	.70 — .97
British Columbia.....	1.08	.95 — 1.15
<i>Patternmakers</i>		
Canada.....	1.01	.....
Quebec.....	1.09	.80 — 1.27
Montreal.....	1.22	1.10 — 1.29
Ontario.....	.93	.76 — 1.10
Toronto.....	.99	.87 — 1.10
<i>Sheet Metal Workers</i>		
Canada.....	.76	.....
Quebec.....	.69	.55 — .90
Ontario.....	.77	.65 — .94
Toronto.....	.79	.65 — .95
<i>Toolmakers</i>		
Canada.....	1.00	.....
Quebec.....	.93	.83 — 1.05
Montreal.....	.98	.83 — 1.10
Ontario.....	1.00	.88 — 1.18
Toronto.....	1.06	.90 — 1.20
British Columbia.....	1.15	1.11 — 1.21

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Machinery (Other than Electrical)—Concluded	\$	\$
<i>Welders</i>		
Canada.....	.85	
Quebec.....	.89	.62 —1.02
Montreal.....	.97	.85 —1.03
Ontario.....	.82	.65 —1.00
Toronto.....	.90	.77 —1.05
Prairie Provinces.....	.89	.85 —.92
British Columbia.....	1.06	.98 —1.15

Occupation and Locality	Average Wage Rate per Hour
Engines, Boilers, Tanks, Etc.	\$
STANDARD HOURS PER WEEK	
Canada.....	Average 45.8 Range 40-50
Blacksmiths.....	.87
Boilermakers.....	.97
Welders.....	.91
Labourers.....	.63
Machine Operators.....	.74
Machinists.....	.93
Moulders.....	.91
Patternmakers.....	1.02
Toolmakers.....	1.00

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Aircraft	\$	\$
STANDARD HOURS PER WEEK		
Canada (Quebec and Ontario).....	Average 44.8 Range 40-48	
Canada (Quebec and Ontario)		
Assemblers.....	.90	.77 —1.05
Carpenters.....	.96	.80 —1.05
Electricians.....	.93	.75 —1.05
Grinders.....	.97	.68 —1.16
Lathe Operators.....	.88	.78 —1.05
Milling Machine Operators.....	.92	.83 —.99
Machinists.....	.92	.80 —1.05
Mechanics.....	.90	.55 —1.05
Patternmakers.....	1.05	.93 —1.10
Sheet Metal Workers.....	.89	.75 —.99
Toolmakers.....	1.14	1.00 —1.27

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Shipbuilding (Steel Ships)			
STANDARD HOURS PER WEEK			
	<i>Average</i> <i>Range</i>		
Canada.....	44.4		
Nova Scotia and New Brunswick.....	44.5	44-48	
Quebec.....	46.2	44-48	
Ontario.....	45.5	44-48	
British Columbia.....	40.1		
<i>Blacksmiths</i>			
Canada.....		.97	
Nova Scotia and New Brunswick.....		.95	
Quebec.....		.91	.90 — .95
Ontario.....		.97	
British Columbia.....		1.15	
<i>Boilermakers</i>			
Canada.....		.98	
Nova Scotia and New Brunswick.....		.95	
Quebec.....		.91	.90 — .95
Ontario.....		.96	
British Columbia.....		1.15	
<i>Chippers and Caulkers</i>			
Canada.....		.97	
Nova Scotia and New Brunswick.....		.95	
Quebec.....		.92	.90 — .95
Ontario.....		.97	.95 — 1.00
British Columbia.....		1.16	1.15 — 1.18
<i>Electricians</i>			
Canada.....		1.06	
Nova Scotia and New Brunswick.....		.95	
Quebec.....		.92	.90 — .95
Ontario.....		.97	.95 — 1.00
British Columbia.....		1.25	
<i>Heaters</i>			
Canada.....		.81	
Nova Scotia and New Brunswick.....		.80	
Quebec.....		.78	.75 — .82
Ontario.....		.82	.80 — .85
British Columbia.....		.95	
<i>Holders-On</i>			
Canada.....		.86	
Nova Scotia and New Brunswick.....		.85	
Quebec.....		.83	.80 — .88
Ontario.....		.87	.85 — .90
British Columbia.....		1.01	
<i>Labourers</i>			
Canada.....		.61	
Nova Scotia and New Brunswick.....		.60	
Quebec.....		.56	.55 — .60
Ontario.....		.60	.55 — .65
British Columbia.....		.79	.75 — .85

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Shipbuilding (Steel Ships)—Concluded		
<i>Machinists</i>		
Canada.....	.98	.....
Nova Scotia and New Brunswick.....	.95	.....
Quebec.....	.91	.90 — .95
Ontario.....	.97	.95 — 1.00
British Columbia.....	1.15	.....
<i>Patternmakers</i>		
Canada.....	1.02	.....
Nova Scotia and New Brunswick.....	.99	.95 — 1.10
Quebec.....	.96	.90 — 1.00
Ontario.....	1.01	.....
British Columbia.....	1.25	.....
<i>Plumbers, Steam and Pipefitters</i>		
Canada.....	.97	.....
Nova Scotia and New Brunswick.....	.95	.....
Quebec.....	.92	.90 — .95
Ontario.....	.97	.90 — 1.00
British Columbia.....	1.15	.....
<i>Riggers</i>		
Canada.....	.97	.....
Nova Scotia and New Brunswick.....	.95	.....
Quebec.....	.85	.....
Ontario.....	.88	.85 — .90
British Columbia.....	1.10	1.00 — 1.15
<i>Riveters</i>		
Canada.....	.96	.....
Nova Scotia and New Brunswick.....	.95	.....
Quebec.....	.92	.90 — .95
Ontario.....	.98	.95 — 1.00
British Columbia.....	1.15	.....
<i>Shipfitters and Platers</i>		
Canada.....	.96	.....
Nova Scotia and New Brunswick.....	.93	.90 — .95
Quebec.....	.91	.90 — .95
Ontario.....	.97	.....
British Columbia.....	1.15	.....
<i>Shipwrights, Carpenters and Joiners</i>		
Canada.....	.99	.....
Nova Scotia and New Brunswick.....	.95	.....
Quebec.....	.92	.90 — .95
Ontario.....	.97	.95 — 1.00
British Columbia.....	1.15	.....
<i>Welders and Burners</i>		
Canada.....	.95	.....
Nova Scotia and New Brunswick.....	.92	.88 — .95
Quebec.....	.89	.83 — .95
Ontario.....	.96	.89 — 1.00
British Columbia.....	1.15	.....

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Motor Vehicles			\$	\$
STANDARD HOURS PER WEEK				
	Average	Range		
Canada (Ontario only).....	41.3	40-45		
Canada (Ontario only)				
Assemblers.....			1.07	1.03-1.17
Electricians.....			1.20	1.03-1.28
Inspectors.....			1.09	.98-1.17
Machine Operators.....			1.10	1.03-1.19
Machinists.....			1.13	1.00-1.25
Millwrights.....			1.15	1.03-1.18
Painters and Enamellers.....			1.11	1.03-1.18
Platers.....			1.15	1.13-1.18
Sheet Metal Workers.....			1.17	1.08-1.25
Toolmakers.....			1.35	1.15-1.53
Trimmers.....			1.12	1.03-1.17
Motor Vehicle Parts and Accessories				
STANDARD HOURS PER WEEK				
	Average	Range		
Canada (Ontario only).....	45.1	40-48		
Canada (Ontario only)—				
Assemblers, Male.....			.83	.71 — .91
Assemblers, Female.....			.59	.44 — .70
Grinders.....			.89	.71 —1.05
Inspectors, Male.....			.84	.70 — .98
Inspectors, Female.....			.56	.46 — .70
Labourers.....			.73	.60 — .80
Machine Operators, Male.....			.86	.70 —1.01
Machine Operators, Female.....			.63	.44 — .91
Machinists.....			.88	.70 —1.12
Millwrights.....			.89	.70 —1.01
Toolmakers.....			1.08	.86 —1.26
Welders.....			.90	.80 —1.00
Stoves, Furnaces, etc.				
STANDARD HOURS PER WEEK				
	Average	Range		
Canada.....	46.4			
Nova Scotia and New Brunswick.....	48.0			
Quebec.....	50.3	45-55		
Ontario.....	45.3	40-50		
Coremakers				
Canada.....			.82	
Quebec.....			.58	.47 — .64
Ontario.....			.85	.63 —1.19

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Stoves, Furnaces, etc.—Concluded		
<i>Packers, Craters and Shippers</i>		
Canada.....	.66	.....
Nova Scotia and New Brunswick.....	.69	.50 — .83
Quebec.....	.57	.50 — .69
Ontario.....	.67	.51 — .79
<i>Enamellers</i>		
Canada.....	.71	.....
New Brunswick.....	.80	.63 — .90
Quebec.....	.59	.53 — .63
Ontario.....	.74	.60 — .98
<i>Labourers</i>		
Canada.....	.58	.....
Nova Scotia and New Brunswick.....	.55	.50 — .60
Quebec.....	.47	.40 — .59
Ontario.....	.62	.55 — .70
<i>Machinists</i>		
Canada.....	.79	.....
Quebec.....	.73	.60 — .90
Ontario.....	.80	.66 — .90
<i>Moulders</i>		
Canada.....	.90	.....
Nova Scotia and New Brunswick.....	1.10	.85 — 1.30
Quebec.....	.74	.60 — .86
Ontario.....	.92	.75 — 1.05
<i>Mounters or Assemblers</i>		
Canada.....	.73	.....
Nova Scotia and New Brunswick.....	.79	.59 — 1.10
Quebec.....	.70	.55 — .90
Ontario.....	.73	.60 — .86
<i>Patternmakers</i>		
Canada.....	.82	.....
Nova Scotia and New Brunswick.....	.69	.63 — .76
Quebec.....	.78	.69 — .88
Ontario.....	.87	.77 — .95
<i>Polishers</i>		
Canada.....	.72	.....
New Brunswick.....	.74	.60 — .84
Quebec.....	.63	.50 — .80
Ontario.....	.74	.60 — .85
<i>Sheet Metal Workers</i>		
Canada.....	.74	.....
Nova Scotia and New Brunswick.....	.77	.62 — .95
Quebec.....	.58	.48 — .77
Ontario.....	.74	.60 — .97

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality			Average Wage Rate per Hour
			\$
Agricultural Machinery			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada (a).....	45.6	44-60	
Canada (a)			
Blacksmiths.....			.74
Inspectors.....			.85
Labourers.....			.66
Machine Operators (Metal).....			.87
Machinists.....			.82
Moulders.....			.98
Painters.....			.74
Patternmakers.....			1.02
Sheet Metal Workers.....			.80
Shippers and Packers.....			.80
Woodworking Machine Operators.....			.70

(a) Mostly Quebec and Ontario.

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Sheet Metal Products			
STANDARD HOURS PER WEEK			
	<i>Average</i>	<i>Range</i>	
Canada.....	44.7	44-49	
Quebec.....	46.0	44-49	
Ontario.....	44.7	40-48	
Prairie Provinces.....	44.7	44-47	
British Columbia.....	41.2	40-44	
Labourers			
Canada.....		.60	
Quebec (Montreal only).....		.68	.67 — .72
Ontario.....		.57	.50 — .67
Toronto.....		.59	.55 — .62
Prairie Provinces.....		.64	.55 — .65
British Columbia.....		.62	.62 — .65
Machine Operators			
Canada.....		.76	
Quebec (Montreal only).....		.77	.68 — .90
Ontario.....		.76	.65 — .88
Toronto.....		.76	.70 — .88
Prairie Provinces.....		.76	.73 — .83
British Columbia.....		.79	.70 — 1.00
Machinists			
Canada.....		.89	
Quebec (Montreal only).....		.90	.77 — .90
Ontario.....		.90	.70 — 1.03
Toronto.....		.97	.85 — 1.06

Table V—(12) IRON AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Sheet Metal Products—Concluded	\$	\$
<i>Sheet Metal Workers</i>		
Canada.....	.97	
Quebec (Montreal only).....	.96	.89 — 1.05
Ontario.....	.89	.65 — 1.28
Toronto.....	.90	.75 — 1.28
Prairie Provinces.....	.93	.70 — 1.17
British Columbia.....	1.25	1.00 — 1.33
<i>Sheet Metal Worker's Helpers</i>		
Canada.....	.65	
Quebec (Montreal only).....	.60	.52 — .67
Ontario.....	.66	.55 — .75
Toronto.....	.67	.55 — .75
Prairie Provinces.....	.59	.50 — .73
British Columbia.....	.78	.70 — .97
<i>Shippers</i>		
Canada.....	.72	
Quebec (Montreal only).....	.75	.52 — .89
Ontario.....	.71	.60 — .81
Toronto.....	.81	.73 — .83
Prairie Provinces.....	.69	.62 — .81
British Columbia.....	.78	.63 — .89
<i>Welders</i>		
Canada.....	.88	
Quebec (Montreal only).....	.86	.72 — 1.07
Ontario.....	.89	.71 — .98
Toronto.....	.90	.75 — .98
Prairie Provinces.....	.80	.70 — .90
British Columbia.....	1.02	1.00 — 1.15

Table V—(13) TOBACCO PRODUCTS

Tobacco, Cigars and Cigarettes		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada (Quebec and Ontario).....	48.0	44-55
<hr/>		
Canada (Quebec and Ontario)		
Cigar Banders and Wrappers, Female.....	.44	.39 — .50
Cigar Makers, Male.....	.56	.35 — .71
Cigar Makers, Female.....	.53	.38 — .64
Cigarette Makers, Female.....	.43	.33 — .60
Packers, Cigarette, Female.....	.40	.28 — .50
Packers, Cigar, Female.....	.45	.37 — .50
Packers, Tobacco, Female.....	.39	.34 — .54
Strippers, Cigar, Female.....	.42	.32 — .46
Tobacco Processors, Male.....	.55	.38 — .71
Tobacco Processors, Female.....	.45	.37 — .54

Table V—(14) BEVERAGES

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
Brewery Products		\$	\$
STANDARD HOURS PER WEEK			
	Average Range		
Canada.....	44.8		
Nova Scotia and New Brunswick.....	47.6	44-54	
Quebec.....	48.0	44-48	
Ontario.....	42.6	40-48	
Prairie Provinces.....	42.6	40-48	
British Columbia.....	44.0		
<i>Bottlers</i>			
Canada.....		.76	
Nova Scotia and New Brunswick.....		.54	.50 — .60
Quebec.....		.65	.57 — .72
Ontario.....		.86	.77 — .93
Prairie Provinces.....		.76	.60 — .94
British Columbia.....		.91	.84 — .94
<i>Cellarmen</i>			
Canada.....		.84	
Nova Scotia and New Brunswick.....		.60	.55 — .65
Quebec (Montreal only).....		.72	
Ontario.....		.86	.73 — .93
Prairie Provinces.....		.84	.70 — .96
British Columbia.....		.93	.84 — .98
<i>Coopers</i>			
Canada.....		.89	
Quebec (Montreal only).....		.93	.83 — 1.00
Ontario.....		.99	.88 — 1.10
Prairie Provinces.....		.80	.60 — .98
British Columbia.....		.91	.81 — .98
<i>Engineers</i>			
Canada.....		.94	
Nova Scotia and New Brunswick.....		.62	.60 — .65
Quebec.....		.94	.87 — 1.00
Ontario.....		.99	.80 — 1.09
Prairie Provinces.....		.94	.81 — 1.06
British Columbia.....		.96	.78 — 1.08
<i>Firemen</i>			
Canada.....		.79	
Quebec.....		.80	.72 — .83
Ontario.....		.83	.75 — .95
Prairie Provinces.....		.74	.60 — .82
British Columbia.....		.92	.89 — .98
<i>Kettlemen</i>			
Canada.....		.82	
Nova Scotia and New Brunswick.....		.58	.54 — .65
Quebec.....		.73	.68 — .77
Ontario.....		.90	.81 — .97
Prairie Provinces.....		.76	.65 — .94
British Columbia.....		.96	

Table V—(14) BEVERAGES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Brewery Products—Concluded	\$	\$
<i>Motor Truck Drivers</i>		
Canada.....	.82	
Nova Scotia and New Brunswick.....	.60	.57 — .60
Quebec.....	.81	.76 — .83
Ontario.....	.84	.74 — .97
Prairie Provinces.....	.84	.68 — .96
British Columbia.....	.93	.89 — .94

Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION

STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	47.0	
Maritime Provinces.....	48.6	44-56
Quebec.....	47.8	44-56
Ontario.....	46.5	40-50
Prairie Provinces.....	46.1	40-54
British Columbia.....	47.0	44-48
<i>Electricians</i>		
Canada.....	.94	
Maritime Provinces.....	.87	.69 — 1.00
Quebec.....	.80	.65 — .90
Ontario.....	.97	.79 — 1.05
Prairie Provinces.....	1.05	.90 — 1.19
British Columbia.....	1.11	1.01 — 1.13
<i>Groundmen</i>		
Canada.....	.66	
Maritime Provinces.....	.60	.50 — .71
Quebec.....	.56	.53 — .62
Ontario.....	.68	.50 — .93
Prairie Provinces.....	.73	.67 — .82
British Columbia.....	.83	.76 — .85
<i>Linemen</i>		
Canada.....	.86	
Maritime Provinces.....	.72	.53 — .90
Quebec.....	.76	.64 — .87
Ontario.....	.89	.72 — 1.10
Prairie Provinces.....	1.04	.80 — 1.19
British Columbia.....	1.08	.90 — 1.13
<i>Metermen</i>		
Canada.....	.87	
Maritime Provinces.....	.81	.78 — .89
Quebec.....	.83	.69 — .98
Ontario.....	.87	.70 — 1.13
Prairie Provinces.....	.89	.79 — 1.06
British Columbia.....	.96	

Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Meter Readers</i>		
Canada.....	.74	.....
Maritime Provinces.....	.59	.50 — .76
Quebec.....	.65	.43 — .75
Ontario.....	.82	.63 — .96
Prairie Provinces.....	.79	.71 — .84
British Columbia.....	.79	.67 — .89
<i>Operators</i>		
Canada.....	.89	.....
Maritime Provinces.....	.65	.48 — .85
Quebec.....	.84	.61 — 1.10
Ontario.....	.93	.75 — 1.15
Prairie Provinces.....	.93	.68 — 1.30
British Columbia.....	.96	.87 — 1.02

Table V—(16) ELECTRICAL PRODUCTS

Electrical Machinery and Apparatus		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	43.2	.....
Quebec.....	40.6	40-48
Ontario.....	44.4	40-48
Manitoba.....	44.2	44-45
<i>Assemblers, Male</i>		
Canada.....	.86	.....
Quebec (Montreal only).....	.73	.52 — .90
Ontario.....	.90	.65 — 1.16
Toronto.....	.82	.61 — 1.09
Manitoba.....	.84	.78 — .88
<i>Assemblers, Female</i>		
Canada.....	.59	.....
Quebec (Montreal only).....	.54	.45 — .63
Ontario.....	.61	.41 — .76
Toronto.....	.67	.37 — .75
Manitoba.....	.47	.43 — .50
<i>Coil Winders, Male</i>		
Canada.....	.88	.....
Quebec (Montreal only).....	.80	.58 — .97
Ontario.....	.90	.64 — 1.16
Toronto.....	.86	.60 — 1.18
Manitoba.....	.60	.....
<i>Coil Winders, Female</i>		
Canada.....	.63	.....
Quebec (Montreal only).....	.59	.45 — .94
Ontario.....	.64	.45 — .88
Toronto.....	.66	.40 — .97
<i>Inspectors</i>		
Canada.....	.89	.....
Quebec (Montreal only).....	.83	.65 — .96
Ontario.....	.93	.77 — 1.08
Toronto.....	.90	.71 — 1.13

Table V—(16) ELECTRICAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Electrical Machinery and Apparatus—Concluded	\$	\$
<i>Labourers</i>		
Canada.....	.65	
Quebec (Montreal only).....	.62	.55 — .73
Ontario.....	.67	.55 — .75
Toronto.....	.67	.55 — .78
Manitoba.....	.52	.50 — .55
<i>Machine Operators</i>		
Canada.....	.90	
Quebec (Montreal only).....	.80	.63 — .96
Ontario.....	.93	.71 — 1.17
Toronto.....	.88	.70 — 1.06
Manitoba.....	.65	.60 — .70
<i>Machinists</i>		
Canada.....	.92	
Quebec (Montreal only).....	.92	.75 — 1.10
Ontario.....	.91	.72 — 1.09
Toronto.....	.87	.70 — 1.09
Manitoba.....	.82	.80 — .85
<i>Packers and Shippers</i>		
Canada.....	.77	
Quebec (Montreal only).....	.74	.62 — .85
Ontario.....	.78	.65 — .88
Toronto.....	.76	.63 — .91
Manitoba.....	.69	.65 — .70
<i>Sheet Metal Workers</i>		
Canada.....	.89	
Quebec (Montreal only).....	.94	.88 — 1.06
Ontario.....	.88	.53 — 1.17
Toronto.....	.91	.73 — 1.03
Manitoba.....	.81	.73 — .85
<i>Toolmakers</i>		
Canada.....	1.07	
Quebec (Montreal only).....	.98	.80 — 1.16
Ontario.....	1.11	.93 — 1.29
Toronto.....	1.15	.91 — 1.29
Manitoba.....	.90	
Radio Sets and Parts		
STANDARD HOURS PER WEEK	<i>Average</i>	<i>Range</i>
Canada.....	44.8	
Quebec.....	45.0	
Ontario.....	44.4	40—48
<i>Assemblers, Male</i>		
Canada.....	.61	
Quebec (Montreal only).....	.69	.59 — .83
Ontario.....	.58	.52 — .67
Toronto.....	.55	.52 — .60

Table V—(16) ELECTRICAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Radio Sets and Parts—Concluded		
<i>Assemblers, Female</i>		
Canada.....	.54	.....
Quebec (Montreal only).....	.59	.52 — .66
Ontario.....	.53	.43 — .72
Toronto.....	.56	.45 — .72
<i>Inspectors, Male</i>		
Canada.....	.76	.....
Quebec (Montreal only).....	.82	.69 — .95
Ontario.....	.70	.60 — .82
Toronto.....	.71	.60 — .80
<i>Inspectors, Female</i>		
Canada.....	.57	.....
Quebec (Montreal only).....	.62	.56 — .70
Ontario.....	.54	.45 — .70
Toronto.....	.55	.45 — .70
<i>Machinists</i>		
Canada.....	.93	.....
Quebec (Montreal only).....	.97	.79 — 1.09
Ontario.....	.90	.66 — 1.10
Toronto.....	.99	.85 — 1.10
<i>Shippers and Packers</i>		
Canada.....	.69	.....
Quebec (Montreal only).....	.71	.64 — .83
Ontario.....	.68	.52 — .80
Toronto.....	.72	.60 — .87
<i>Toolmakers</i>		
Canada.....	1.12	.....
Quebec (Montreal only).....	1.19	1.04 — 1.34
Ontario.....	1.06	.85 — 1.27
Toronto.....	1.10	.95 — 1.27

Table V—(17) CHEMICAL PRODUCTS

Acids, Alkalis and Salts		
STANDARD HOURS PER WEEK		
	Average	Range
Canada.....	47.4	.....
Quebec.....	48.0	.....
Ontario.....	46.8	44-48
<i>Carpenters</i>		
Canada.....	.90	.....
Quebec.....	.86	.83 — .88
Ontario.....	.94	.87 — 1.00
<i>Electricians</i>		
Canada.....	.91	.....
Quebec.....	.86	.80 — .92
Ontario.....	.98	.93 — 1.05

Table V—(17) CHEMICAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Acids, Alkalis and Salts—Concluded	\$	\$
<i>Helpers, All Trades</i>		
Canada.....	.74	.....
Quebec.....	.71	.64 — .81
Ontario.....	.79	.73 — .84
<i>Labourers</i>		
Canada.....	.70	.....
Quebec.....	.68	.64 — .73
Ontario.....	.73	.70 — .78
<i>Machinists</i>		
Canada.....	.90	.....
Quebec.....	.87	.76 — .98
Ontario.....	.97	.93 — 1.00
<i>Operators, Production</i>		
Canada.....	.80	.....
Quebec.....	.76	.69 — .83
Ontario.....	.89	.76 — 1.02
<i>Painters</i>		
Canada.....	.79	.....
Quebec.....	.77	.....
Ontario.....	.83	.79 — .84
<i>Pipefitters and Steamfitters</i>		
Canada.....	.88	.....
Quebec.....	.85	.75 — .94
Ontario.....	.93	.85 — .98
<i>Technicians, Laboratory</i>		
Canada.....	.84	.....
Quebec.....	.82	.80 — .87
Ontario.....	.95	.72 — 1.11
<i>Welders</i>		
Canada.....	.93	.....
Quebec.....	.89	.79 — .94
Ontario.....	.98	.92 — 1.03

Table VI—WAGE RATES FOR UNSKILLED FACTORY LABOUR, MALE,
1946

Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Canada.....	.64	.....
Nova Scotia.....	.62	.....
Halifax.....	.63	.53 — .77
New Glasgow.....	.52	.50 — .60
Sydney.....	.73	.60 — .80
Other Localities.....	.51	.40 — .56
New Brunswick.....	.55	.....
Fredericton.....	.51	.50 — .52
Moncton.....	.49	.44 — .50
Saint John.....	.57	.50 — .60
Other Localities.....	.55	.44 — .70
Quebec.....	.59	.....
Hull.....	.62	.45 — .65
Joliette.....	.50	.43 — .55
Montreal.....	.62	.51 — .72
Quebec.....	.55	.45 — .70
St. Jerome.....	.56	.50 — .60
Shawinigan Falls.....	.65	.50 — .70
Sherbrooke.....	.51	.45 — .58
Trois Rivières.....	.60	.50 — .70
Victoriaville.....	.48	.43 — .50
Other Localities.....	.55	.35 — .70
Ontario.....	.66	.....
Belleville.....	.57	.51 — .65
Brantford.....	.71	.65 — .80
Cornwall.....	.66	.52 — .69
Chatham.....	.68	.57 — .77
Fort William.....	.70	.63 — .76
Galt.....	.60	.50 — .67
Guelph.....	.60	.55 — .65
Hamilton.....	.71	.58 — .78
Kingston.....	.60	.58 — .63
Kitchener.....	.68	.55 — .77
London.....	.59	.55 — .65
Niagara Falls.....	.69	.65 — .74
Ottawa.....	.55	.50 — .65
Orillia.....	.56	.52 — .59
Oshawa.....	.79	.60 — .90
Peterborough.....	.67	.58 — .75
Port Arthur.....	.73	.60 — .76
St. Catharines.....	.70	.59 — .80
St. Thomas.....	.62	.56 — .65
Sarnia.....	.75	.65 — .85
Sault Ste. Marie.....	.76	.64 — .79
Sudbury.....	.60	.....
Thorold.....	.77	.72 — .82
Toronto.....	.67	.60 — .77
Welland.....	.67	.62 — .70
Windsor.....	.85	.67 — 1.03
Woodstock.....	.58	.50 — .71
Other Localities.....	.60	.45 — .80
Manitoba.....	.58	.....
Winnipeg.....	.58	.55 — .66
Other Localities.....	.58	.50 — .65

Table VI—WAGE RATES FOR UNSKILLED FACTORY LABOUR, MALE—Concluded

Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Saskatchewan.....	.63	.....
Regina.....	.67	.50 — .77
Saskatoon.....	.67	.55 — .77
Other Localities.....	.59	.50 — .75
Alberta.....	.63	.....
Calgary.....	.67	.60 — .75
Edmonton.....	.65	.60 — .70
Other Localities.....	.57	.50 — .72
British Columbia.....	.79	.....
New Westminster.....	.82	.78 — .88
Vancouver.....	.79	.68 — .87
Victoria.....	.76	.68 — .82
Other Localities.....	.79	.72 — .85

Table VII—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1946

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour	
	\$		\$		\$		\$		\$		\$		\$		\$	
SYDNEY—																
1939.....	.95		.70 — .80		.70		.63 — .75		.80		.70 — .80		.70		.35 — .40	
1940.....	.95		.80 — .90		.70		.63 — .75		.80		.75		.70		.35 — .40	
1941.....	.95 — 1.00		.80 — .90		.70 — .80		.63 — .75		.80		.75 — .85		.70		.35 — .40	
1942.....	.95 — 1.10		.90 — .95		.90 — .95		.75		.90		.75 — .85				.40	
1943.....	1.00 — 1.15		.90 — .95		.90 — .95		.75 — .90		.95		.85 — .95				.47	
1944.....	1.15		.96		.90 — .95		.81		.95		.95				.54	
1945.....	1.15		.96		.95		.85		.95		.95				.53	
1946.....	1.25		1.06		.95		.85		1.05		.95				.60	
HALIFAX—																
1939.....	1.00		.70		.85		.60		.80		.85		.70		.30 — .40	
1940.....	1.00		.70		.85		.65		.85		.95		.70		.30 — .40	
1941.....	1.10		.80		1.00		.73		.90		.95		.75		.35 — .40	
1942.....	1.10		.80		1.00		.80		.95		.95		.70 — .80		.40 — .45	
1943.....	1.15		.85		1.05		.80		.95		1.02½		.78 — .95		.50 — .55	
1944.....	1.15		.95		1.06		.81		.95		1.02½		.85		.50 — .55	
1945.....	1.15		.95		1.06		.81		.95		1.02½		.85		.52	
1946.....	1.27		1.05		1.17		.89		1.15		1.13		.93		.60	
CHARLOTTETOWN—																
1939.....	.70 — .75		.45 — .55		.50 — .60		.40 — .55		.75		.50 — .60		.50 — .60		.30 — .35	
1940.....	.70 — .75		.45 — .55		.60		.40 — .55		.75		.50 — .60		.50 — .60		.35	
1941.....	.75		.55		.60		.55		.75		.60		.60		.35	
1942.....	.75		.55		.65		.60		.75		.60		.60		.35 — .40	
1943.....	.95		.60		.75		.60		.75		.65		.65		.50 — .55	
1944.....	.95 — 1.15		.60		.75		.65		.75 — .80		.65 — .68		.65 — .68		.50 — .55	
1945.....	1.15		.60		.75		.65		.85		.70		.70		.50	
1946.....	1.15		.70		.75		.70		.90		.75		.75		.50	
MONCTON—																
1939.....	.80		.45 — .55		.50 — .60		.55		.60 — .80		.60 — .65		.55 — .65		.30 — .35	
1940.....	.80		.45 — .55		.60		.55 — .60		.75		.60 — .70		.50 — .65		.30 — .35	
1941.....	.80 — .90		.50 — .70		.60 — .65		.55 — .60		.75 — .90		.70 — .80		.65		.35 — .40	
1942.....	.90		.65 — .70		.....		.60 — .65		.80		.85		.65		.40	
1943.....	.95		.70 — .75		.....		.60 — .65		.75 — .90		.85		.65		.45 — .50	
1944.....	.90 — 1.05		.70 — .80		.81		.60 — .65		.90		.85 — .95		.67		.51	
1945.....	1.05		.76		.81		.63		.90		.....		.70		.53	
1946.....	1.20		.90		.81		.70		1.05		.90		.75		.56	

SAINT JOHN—

1939.....	.90	.50 — .60	.50 — .65	.90	.60 — .70	.50 — .65	.30 — .40
1940.....	.90	.60	.65	.90	.65 — .80	.50 — .65	.30 — .40
1941.....	.90	.70	.65	.90	.80	.65	.35 — .40
1942.....	.90	.60 — .70	.75	.90	.80	.65	.40
1943.....	1.05	.75 — .80	.78	1.05	.85	.65	.45 — .55
1944.....	1.10	.80	.85	1.10	.88	.75	.50 — .60
1945.....	1.10	.81	.85	1.10	.88	.81	.53
1946.....	1.21	.88	.85	1.21	.90	.81	.55

QUEBEC—

1939.....	.75 — .80	.55 — .60	.55 — .65	.75	.55 — .65	.55 — .65	.40
1940.....	.80	.60	.60	.80	.60 — .65	.60 — .65	.40
1941.....	.85	.65	.65	.85	.65	.65	.45
1942.....	.90	.70	.70	.90	.70	.70	.50
1943.....	1.00	.80	.80	1.00	.80	.80	.60
1944.....	1.00	.80	.80	1.00	.80	.80	.60
1945.....	1.00	.80	.80	1.00	.80	.80	.60
1946.....	1.10	.90	.90	1.10	.90	.90	.65

MONTREAL—

1939.....	.80 — .90	.70	.75	.80	.75	.65 — .75	.40
1940.....	.88	.77	.83	.88	.85	.75	.44
1941.....	.92	.81	.87	.90	.90	.82	.46
1942.....	.97	.86	.92	.95	1.00	.87	.51
1943.....	1.05	.95	1.00	1.05	1.00	.95	.60
1944.....	1.05	.95	1.00	1.05	1.00	.95	.60
1945.....	1.06	.96	1.01	1.06	1.01	.96	.61
1946.....	1.17	1.06	1.11	1.17	1.11	1.06	.67

OTTAWA—

1939.....	.90 — 1.00	.85	.80	.85	.95	.85	.40 — .50
1940.....	1.00	.85	.80	.85	.95	.85	.40 — .50
1941.....	1.10	.90	.85	1.00	1.05	.95	.40 — .50
1942.....	1.10	.90	.90	1.00	1.05	.95	.50
1943.....	1.15	.95	.95	1.05	1.06 — 1.10	1.00	.55
1944.....	1.16	.96	.95	1.05	1.12	1.01	.56
1945.....	1.16	.96	.96	1.05	1.12	1.01	.56
1946.....	1.25	1.05	1.05	1.16	1.25	1.10	.61

KINGSTON—

1939.....	1.00	.80	.70 — .75	1.00	.70 — .80	.60 — .75	.35 — .40
1940.....	1.00	.85	.75 — .80	1.00	.80	.70 — .80	.35 — .40
1941.....	1.05	.90	.80	1.05	.90	.75 — .80	.40
1942.....	1.05	.80	.80	1.05	.90	.80 — .90	.45
1943.....	1.05 — 1.11	.95	.85	1.10	.96	.90	.50 — .55
1944.....	1.11	.96	.85 — .95	1.11	.96	.90	.50 — .66
1945.....	1.11	.96	.85	1.11	.96	.90	.60
1946.....	1.20	1.05	.95	1.20	1.05	.90	.60

Table VII—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1946—Continued

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour	
BELLEVILLE—	\$		\$		\$		\$		\$		\$		\$		\$	
	1939.....	.75 — .90	.50 — .70	.65 — .70	.40 — .60	.75 — .80	.60 — .75	.55 — .70	.30 — .40							
	1940.....	.75 — .90	.70 — .70	.65 — .70	.45 — .60	.75 — .80	.60 — .75	.60 — .70	.30 — .40							
	1941.....	.90 — .90	.70 — .70	.65 — .70	.50 — .60	.80 — .85	.60 — .75	.60 — .70	.35 — .40							
	1942.....	1.02 — .90	.70 — .75	.70 — .75	.50 — .60	.....	.60 — .75	.60 — .70	.40 — .45							
	1943.....	1.00 — 1.15	.90 — .94	.70 — .80	.65 — .70	1.05 — .70	.70 — .75	.62 — .75	.50 — .52							
	1945.....	.....	.90 — .95	.75 — .81	.70 — .70	.....	.75 — .91	.77 — .80	.55 — .55							
1946.....	.....	.95	.81	.70	.....	.....	.80	.55								
PETERBOROUGH—	\$		\$		\$		\$		\$		\$		\$		\$	
	1939.....	.80 — .90	.60 — .70	.50 — .65	.40 — .50	.75 — .80	.65 — .75	.50 — .70	.35 — .40							
	1940.....	.85 — .90	.60 — .70	.50 — .70	.45 — .60	.75 — .80	.65 — .75	.50 — .70	.35 — .40							
	1941.....	.80 — 1.10	.70 — .80	.50 — .70	.45 — .60	.75 — .80	.65 — .75	.55 — .75	.35 — .45							
	1942.....	.90 — 1.10	.75 — .85	.50 — .80	.50 — .65	.80 — .85	.70 — .80	.63 — .85	.40 — .50							
	1943.....	1.18 — .85	.75 — .85	.61 — .85	.52 — .67	1.10 — .85	.77 — .85	.75 — .90	.55 — .65							
	1944.....	1.19 — .85	.80 — .85	.70 — .75	.55 — .70	1.10 — .85	.80 — .90	.75 — .90	.55 — .60							
1945.....	1.19 — .84	.....	.81 — .81	.60 — .70	.....	.91 — .87	.87 — .87	.60 — .60								
1946.....	1.35 — .91	.91	.81	.70	.....	1.00 — .87	.87 — .87	.60 — .60								
TORONTO—	\$		\$		\$		\$		\$		\$		\$		\$	
	1939.....	1.00 — .90	.90 — .90	1.00 — .90	.75 — .80	.90 — .90	1.00 — .90	.93 — .93	.35 — .40							
	1940.....	1.05 — .95	.95 — .95	1.10 — .95	.80 — .85	1.00 — .90	1.00 — .90	1.00 — .90	.40 — .50							
	1941.....	1.13 — 1.00	1.00 — 1.03	1.10 — .85	.85 — .85	1.10 — .85	1.15 — .85	1.08 — .85	.62 — .62							
	1942.....	1.14 — 1.05	1.03 — 1.05	1.15 — .96	.85 — .96	1.10 — .96	1.15 — .96	1.08 — .96	.62 — .66							
	1943.....	1.18 — 1.19	1.05 — 1.07	1.15 — 1.17	.96 — .97	1.10 — 1.17	1.16 — 1.17	1.14 — 1.17	.66 — .67							
	1944.....	1.19 — 1.23	1.07 — 1.11	1.17 — 1.21	.97 — .97	1.17 — 1.21	1.17 — 1.21	1.14 — 1.18	.66 — .67							
1945.....	1.23 — 1.35	1.11 — 1.20	1.21 — 1.35	.97 — 1.05	1.21 — 1.30	1.17 — 1.30	1.18 — 1.28	.67 — .67								
1946.....	.....	.....	.....	.....	.....	.....	.....	.....
St. CATHARINES—	\$		\$		\$		\$		\$		\$		\$		\$	
	1939.....	.90 — .90	.70 — .70	.65 — .70	.65 — .75	.90 — .90	.75 — .75	.75 — .75	.35 — .40							
	1940.....	.90 — .90	.80 — .80	.65 — .70	.65 — .70	.80 — .90	.75 — .75	.75 — .75	.35 — .40							
	1941.....	1.00 — .90	.90 — .90	.65 — .70	.70 — .75	.80 — .90	.90 — .90	.90 — .90	.45 — .50							
	1942.....	1.00 — 1.05	.93 — .93	.75 — .80	.75 — .76	1.00 — .95	.90 — .90	.90 — .90	.50 — .61							
	1943.....	1.09 — .95	.93 — .95	.82 — .87	.76 — .80	1.05 — .81	1.00 — .81	1.01 — .81	.54 — .65							
	1944.....	1.11 — 1.11	1.00 — 1.00	.77 — 1.00	.75 — .81	1.11 — .81	1.01 — .81	1.01 — .81	.55 — .62							
1945.....	1.11 — 1.21	1.11 — 1.10	1.00 — 1.00	.81 — .81	1.11 — .81	1.01 — .81	1.01 — .81	.62 — .62								
1946.....	.....	.....	1.00 — .81	.81 — .81	1.11 — .81	1.01 — .81	1.10 — .81	.62 — .62								

HAMILTON—									
1939.....	.90	.75	.75	.65	.90	.85	.75	.35— .45	
1940.....	1.00	.80	.80	.50— .65	.90	.85	.75	.35— .45	
1941.....	1.05	.90	.90	.50— .65	1.00	.95	.90	.35— .45	
1942.....	1.05	.93	.94	.69	1.03	.95	.90	.50	
1943.....	1.10	.95— 1.01	.95	.70	1.03	1.06	1.01	.60— .65	
1944.....	1.17	1.02	.95	.86	1.05	1.07	1.04	.60— .65	
1945.....	1.19	1.04	1.05	.86	1.07	1.07	1.04	.65	
1946.....	1.30	1.15	1.20	.96	1.07	1.20	1.13	.65	
BRANTFORD—									
1939.....	.90	.70	.60— .70	.50— .65	.90	.75	.60— .70	.35— .40	
1940.....	.90	.70	.60— .70	.50— .65	.80— .90	.75	.60— .70	.35— .40	
1941.....	1.00	.80	.65— .75	.50— .65	.80— .90	.75	.60— .70	.35— .45	
1942.....	1.00	.84	.79	.69	1.00	.89	.74	.40— .50	
1943.....	1.05— 1.09	.90— .94	.80— .85	.70	1.04	.89	.74— .81	.55— .60	
1944.....	1.10	.90— .94	.80— .85	.75— .80	1.04	.89	.75— .80	.56— .65	
1945.....	1.10	.93	.83	.....	1.06	1.00	.76	.60	
1946.....	1.20	.95	.90	.....	1.06	1.00	.76	.65	
GUELPH—									
1939.....	.80	.60— .70	.50— .70	.45— .60	.80	.75	.65— .70	.35— .40	
1940.....	.80— .90	.60— .70	.60— .70	.45— .60	.80	.75	.65— .70	.35— .40	
1941.....	.80— .90	.60— .70	.70	.45— .60	.80	.75	.65— .90	.35— .40	
1942.....	.90	.65— .70	.70	.50— .60	.85	.80	.....	.45	
1943.....	1.06— 1.10	.80— .89	.70	.55— .65	1.00— 1.05	.80	.....	.55	
1944.....	1.10	.85— .86	.70	.55— .65	1.00— 1.05	.75— .90	.86	.60— .65	
1945.....	1.10	.86	.86	.76	1.10	.96	.86	.67	
1946.....	1.21	.95	.86	.76	1.15	1.05	.86	.67	
KITCHENER—									
1939.....	.80— .90	.60— .70	.60— .70	.50	.80	.60— .75	.60— .70	.40	
1940.....	.80— .90	.60— .70	.60— .70	.50	.80	.65— .75	.60— .70	.40	
1941.....	.85— .90	.60— .70	.60— .70	.50	.80— .85	.80	.70— .80	.44	
1942.....	.90	.70	.70	.60	.80— .85	.80	.70— .85	.50	
1943.....	1.05	.80— .85	.76	.65	1.05	.95	.70— .95	.55— .60	
1944.....	1.06— 1.10	.80— .85	.80	.65	1.10	.95	.85— .95	.55— .60	
1945.....	1.10	.86	.80	.76	1.10	.96	.85— .95	.62	
1946.....	1.15	.95	.85	.76	1.15	1.05	.86	.62	
LONDON—									
1939.....	1.00	.60— .75	.80	.55— .60	1.00	.80	.60— .70	.35— .50	
1940.....	1.00	.70— .75	.85	.60	1.00	.80	.60— .70	.35— .50	
1941.....	1.05	.85	1.00	.60	1.00	.90	.70	.35— .50	
1942.....	1.05	.90	1.00	.65	1.05	.93	.70	.40— .50	
1943.....	1.11	.90	1.05	.70	1.10	.96	.70	.50— .61	
1944.....	1.11	.90	1.06	.71— .76	1.11	.97	.70	.55— .61	
1945.....	1.20	.90	1.06	.78	.....	.97	.80	.62	
1946.....	1.30	1.10	1.10	.85	1.20	1.10	.85	.65	

Table VII—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1946—Continued

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour		Wage Rate per Hour	
WINDSOR—																
1939.....	1.15	.95			1.15	.65	.90				1.00	.85	.70	.55		
1940.....	1.15	.95			1.15	.65	.90				1.00	.85	.75	.55		
1941.....	1.15	1.05			1.15—1.20	.75	.90				1.15	.85				
1942.....	1.20	1.10			1.20	.80	.90				1.15		1.00	.55	.65	
1943.....	1.26	1.13			1.20—1.30	.83—85	1.06				1.21	1.06	1.00—1.06	.66	.70	
1944.....	1.26	1.14			1.26	.86	1.06				1.21	1.06		.71	.75	
1945.....	1.20	1.18			1.26	.95	1.15				1.25	1.06				
1946.....	1.36	1.23			1.38	1.00	1.25				1.35	1.25			.75	
PORT ARTHUR—																
1939.....	1.10	.55	.70	.65	.75	.50	.60	.80	.65	.75	.90	.75	.65	.35	.45	
1940.....	1.00	.60	.70	.65	.85	.50	.60	.80	.65	.75	.90	.75	.65	.35	.45	
1941.....	1.00—1.15	.70	.80	.65	.85	.50	.60	.80	.65	.75	.90	.75	.65	.40	.45	
1942.....	1.15	.70	.80	.65	.85	.65	.70	1.00	.90	.90	.90	.75	.65	.40	.50	
1943.....	1.20	.78	.85	.82	.92	.77	.90	1.00—1.10	.90	.95	.90—1.00	.90	.80	.40	.50	
1944.....	1.20	.85	.90	.82	.95	.75	.90	1.10	.90	.95	.90—1.00	.90	.89	.51	.61	
1945.....	1.20	.90		.85		.....	.....	1.00—1.15	1.00	.95	.90—1.00	.95	.89	.55	.60	
1946.....	1.20	1.00		1.00		.85		1.15	1.00	.95	1.00	.95	.95	.64	.70	
FORT WILLIAM—																
1939.....	1.00	.55	.70	.65	.75	.50	.60	.80	.65	.80	.90	.80	.65	.35	.45	
1940.....	1.00	.55	.70	.65	.85	.50	.60	.80	.65	.75	.90	.75	.65	.35	.45	
1941.....	1.00—1.15	.70	.80	.65	.85	.50	.60	.80	.65	.75	.90	.75	.65	.40	.45	
1942.....	1.15	.70	.80	.70	.85	.50	.60	1.00	.90	.90	.90	.80	.75	.40	.50	
1943.....	1.20	.85	.90	.82	.95	.55	.70	1.00—1.10	.90	.95	1.00	.89	.89	.51	.61	
1944.....	1.20	.85	.90	.82	.95	.80	.90	1.10	1.00	.95	1.00	.89	.89	.55	.60	
1945.....	1.20	.90		.85		.85		1.15	1.00	.95	1.00	.95	.95	.60	.70	
1946.....	1.20	1.00		1.00		.85		1.15	1.10	.95	1.10	.95	.95			
WINNIPEG—																
1939.....	1.10	.85		.85		.70		1.10	.70		.95	.70	.70	.40	.45	
1940.....	1.10	.85		.85		.70		1.10	.70		.95	.70	.75	.43	.50	
1941.....	1.15	.95		.95		.75		1.15	.75		1.05	.75	.75	.45	.50	
1942.....	1.20	1.00		.95		.80		1.20	.80		1.10	.80	.80	.45	.50	
1943.....	1.20	1.00		1.00—1.05		.85		1.20	.85		1.10	.80	.80	.50	.55	
1944.....	1.20	1.00		1.00—1.05		.85		1.20	.85		1.10	.85	.82	.52	.65	
1945.....	1.25	1.05		1.05		.90		1.25	.90		1.15	.85	.85	.63		
1946.....	1.35	1.15		1.15		1.00		1.35	.90		1.25	.90	.90	.63		

BRANDON—

1939.....	.90	.75	.65	.90	.80	.65	.33 — .38
1940.....	.90	.75	.65	.90	.80	.65	.35 — .40
1941.....	1.00	.80	.70	1.00	.95	.70	.40 — .45
1942.....	1.05	.85	.75	1.05	1.00	.75	.40 — .45
1943.....	1.05	.85	.75	1.05	1.00	.75	.45 — .55
1944.....	1.05	.85	.75	1.05	1.00	.75	.50 — .55
1945.....	1.10	.93	.85	1.10	1.05	.75	.57
1946.....	1.20	1.00	.95	1.20	1.15	.85	.57

REGINA—

1939.....	1.10	.75	.65 — .70	1.00	.90	.75	.40
1940.....	1.10	.75	.65 — .70	1.00	1.00	.75	.40
1941.....	1.20	.90	.70	1.00	1.00	.75	.45
1942.....	1.20	.95	.70	1.00 — 1.10	1.00	.75 — .85	.40 — .50
1943.....	1.25	.95	.70 — .75	1.00 — 1.15	1.05	.80 — .90	.50 — .55
1944.....	1.26	.96	.76	1.06	1.06	.86	.51 — .56
1945.....	1.26	1.05	.80	1.16	1.06	.90	.53
1946.....	1.35	1.05		1.16	1.20		.60

SASKATOON—

1939.....	1.00	.50 — .75	.50 — .70	.75 — 1.00	1.00	.75 — .90	.30 — .40
1940.....	1.00	.50 — .75	.55 — .70	.75 — 1.00	1.00	.75 — .90	.30 — .40
1941.....	1.00	.75	.55 — .70	.75 — 1.00	1.00	.75 — .90	.30 — .45
1942.....	1.00	.80	.55 — .70	1.00	1.00 — 1.05		.40 — .55
1943.....	1.05	.85	.65 — .75	1.05	1.05	.81 — .85	.50 — .55
1944.....	1.06	.85	.65 — .75	1.06	1.06	.81 — .85	.50 — .56
1945.....	1.20	.96	.70	1.06	1.06	.81 — .85	.58
1946.....	1.20	.96	.76	1.06	1.06	.81 — .85	.58

CALGARY—

1939.....	1.10	.80	.75 — .80	.90	.95	.80	.40 — .50
1940.....	1.20	.90	.75 — .80	1.10	.95	.80	.40 — .50
1941.....	1.20	.95	.80	1.10	1.05	.90	.40 — .50
1942.....	1.25	.98	.80 — .85	1.10	1.05	.90	.45 — .50
1943.....	1.25	1.00	.85 — .95	1.10	1.10	.92 — 1.00	.52 — .64
1944.....	1.25	1.01	.85 — .95	1.16	1.12	.95 — 1.00	.55 — .65
1945.....	1.25	1.03	.90	1.16	1.12	.97	.60
1946.....	1.26	1.10	1.00	1.16	1.16	1.12½	.65

EDMONTON—

1939.....	1.10	.90	.80	1.05	1.05	.90	.40 — .50
1940.....	1.10	.85	.80	1.05	1.05	.90	.45 — .50
1941.....	1.10	.85	.80	1.05	1.10	1.00	.45 — .50
1942.....	1.25	.80 — 1.00	.85	1.05	1.10	1.00	.50 — .55
1943.....	1.30	1.03	.85 — .90	1.12 — 1.21	1.15	1.05	.60
1944.....	1.31	1.03	.90 — .91	1.12 — 1.21	1.16	1.07	.60 — .65
1945.....	1.31	1.03	.91	1.31	1.16	1.07	.61
1946.....	1.45	1.10	1.00	1.45	1.20	1.16½	.70

Table VII—WAGE RATES IN CONSTRUCTION INDUSTRY, 1939-1946—Concluded

Locality	BRICKLAYERS AND MASONS		CARPENTERS		ELECTRICIANS		PAINTERS		PLASTERERS		PLUMBERS		SHEET METAL WORKERS		LABOURERS	
	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$	Wage Rate per Hour	\$
VANCOUVER—																
1939.....	1.10		.75 — .90		.75 — 1.00		.63 — .80		1.00		1.00		1.00		.45 — .50	
1940.....	1.10		.75 — .90		.85 — 1.00		.63 — .80		1.00		1.00		1.00		.45 — .50	
1941.....	1.23		.75 — .98		.85 — 1.10		.75 — .80		1.00		1.13		1.08		.45 — .55	
1942.....	1.23		.99		1.05 — 1.13		.90		1.00		1.13		1.13		.59	
1943.....	1.29		1.12		1.10 — 1.24		.97		1.07		1.19		1.13		.60 — .75	
1944.....	1.29		1.12		1.19		.97		1.07		1.19		1.13		.65 — .81	
1945.....	1.29		1.12		1.19		.97		1.10		1.19		1.13		.71	
1946.....	1.45		1.25		1.35		1.10		1.22½		1.35		1.33		.80	
VICTORIA—																
1939.....	1.00		.75 — .80		.60 — .75		.65		.90		.90		.75		.45 — .53	
1940.....	1.13		.75 — .90		.75		.65		.90		.90		.80 — .90		.45 — .53	
1941.....	1.13		.75 — .93		1.00		.75		1.00		1.00		.90 — 1.00		.45 — .53	
1942.....	1.13		.95		1.00		.75		1.00		1.00		1.00		.59	
1943.....	1.20		1.00 — 1.10		1.05		.95		1.05		1.18		1.05		.65 — .67	
1944.....	1.20		1.10		1.06		.95		1.05		1.19		1.13		.65 — .70	
1945.....	1.20		1.10		1.06		.96		1.10		1.19		1.13		.68	
1946.....	1.45		1.25		1.21		.96		1.10		1.19		1.13		.68	

TABLE VIII—WAGE RATES AND HOURS OF LABOUR IN TRANSPORTATION AND STORAGE, 1946

(1) WATER TRANSPORTATION (INLAND AND COASTAL)

NOTE.—Rates include board and lodging and vary to a great extent according to size or type of vessel.

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
FREIGHT AND PASSENGER		
<i>First Officers or Mates</i>		
Canada.....	215.94	.....
Atlantic Coast and Lower St. Lawrence.....	167.54	147.00—217.00
Great Lakes and Upper St. Lawrence.....	222.50	190.00—320.00
Pacific Coast.....	206.46	167.41—242.48
<i>Second Officers or Mates</i>		
Canada.....	176.12	.....
Atlantic Coast and Lower St. Lawrence.....	147.25	130.00—180.00
Great Lakes and Upper St. Lawrence.....	175.91	159.60—207.00
Pacific Coast.....	184.80	167.41—217.48
<i>Second Engineers</i>		
Canada.....	208.78	.....
Atlantic Coast and Lower St. Lawrence.....	159.83	110.00—217.00
Great Lakes and Upper St. Lawrence.....	214.56	174.54—257.00
Pacific Coast.....	201.86	177.41—232.48
<i>Third Engineers</i>		
Canada.....	172.20	.....
Atlantic Coast and Lower St. Lawrence.....	150.29	125.00—188.00
Great Lakes and Upper St. Lawrence.....	171.90	152.10—192.00
Pacific Coast.....	178.90	152.48—207.48
<i>Boatswains</i>		
Canada.....	122.57	.....
Atlantic Coast and Lower St. Lawrence.....	106.99	100.00—141.93
Great Lakes and Upper St. Lawrence.....	127.24	109.25—160.00
<i>Seamen and Deckhands</i>		
Canada.....	99.95	.....
Atlantic Coast and Lower St. Lawrence.....	90.65	65.00—134.43
Great Lakes and Upper St. Lawrence.....	100.59	86.69—110.80
Pacific Coast.....	100.70	87.41—150.00
<i>Firemen</i>		
Canada.....	117.93	.....
Atlantic Coast and Lower St. Lawrence.....	109.80	95.00—136.93
Great Lakes and Upper St. Lawrence.....	120.17	107.10—130.50
Pacific Coast.....	107.75	99.98—140.00
<i>Oilers</i>		
Canada.....	123.42	.....
Atlantic Coast and Lower St. Lawrence.....	101.41	84.00—137.43
Great Lakes and Upper St. Lawrence.....	125.97	112.10—136.10
Pacific Coast.....	114.06	102.41—140.00
<i>Quartermasters and Wheelmen</i>		
Canada.....	123.18	.....
Atlantic Coast and Lower St. Lawrence.....	95.00	.....
Great Lakes and Upper St. Lawrence.....	126.00	112.10—136.10
Pacific Coast.....	113.66	105.90—140.00
<i>Watchmen</i>		
Canada.....	108.06	.....
Great Lakes and Upper St. Lawrence.....	109.10	96.03—119.25
Pacific Coast.....	102.82	97.41—128.21

(1) WATER TRANSPORTATION (INLAND AND COASTAL)—Concluded

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
<i>Chief Cooks</i>	\$	\$
Canada.....	163.42	.....
Atlantic Coast and Lower St. Lawrence.....	154.04	135.00—166.43
Great Lakes and Upper St. Lawrence.....	168.06	155.00—228.00
Pacific Coast.....	146.64	132.48—198.21
<i>Cooks</i>		
Canada.....	111.32	.....
Atlantic Coast and Lower St. Lawrence.....	105.72	92.00—120.00
Great Lakes and Upper St. Lawrence.....	112.31	90.00—166.87
Pacific Coast.....	109.53	87.41—138.21
<i>Chief Stewards</i>		
Canada.....	170.53	.....
Atlantic Coast and Lower St. Lawrence.....	152.93	135.00—179.43
Great Lakes and Upper St. Lawrence.....	172.59	93.75—269.93
Pacific Coast.....	174.53	127.48—213.21
OIL TANKERS		
Great Lakes and Upper St. Lawrence—		
First Officers or Mates.....	225.16	189.12—250.00
Second Officers or Mates.....	186.88	160.00—210.00
Second Engineers.....	223.76	154.12—250.00
Third Engineers.....	185.95	160.00—210.00
Seamen and Deckhands.....	116.49	79.12—148.00
Firemen.....	144.62	99.12—150.00
Oilers.....	149.74	104.12—156.00
Wheelmen.....	149.47	99.12—155.00
Watchmen.....	127.77	89.12—132.50
Chief Cooks.....	193.38	170.00—195.00
Second Cooks.....	129.00	.....

Table VIII—(2) STEVEDORING

NOTE.—No standard hours, work periods depending on arrival and departure of vessels and time required to load and unload.

Ocean Navigation

Occupation and Locality	Rate per Hour (a)
Longshoremen (General Cargo)—	\$
Halifax.....	.95
Saint John.....	1.12
Quebec.....	.87
Montreal.....	.95
Vancouver, Victoria and Port Alberni.....	1.28
Prince Rupert.....	1.10

Inland Navigation

Occupation and Locality	Rate per Hour
Longshoremen and Freight Handlers—	\$
Great Lakes and Upper St. Lawrence—	
Sorel.....	.70
Trois Rivières.....	.65
Other Ports.....	.68 (b)

(a) Deep Sea vessels only, rates for coastwise vessels being lower. Higher rates are paid for handling of certain commodities and for evening and night work.

(b) Predominant rate in following ports: Quebec, Montreal, Toronto, Hamilton and Windsor, Point Edward, Sarnia, Port McNicholl, Fort William and Port Arthur. Higher rates paid for evening and night work.

Table VIII—(3) STEAM RAILWAYS

NOTE.—Differentials above the basic rates shown in this table exist on certain railway lines or divisions. The rates shown became effective June 1, 1946.

STANDARD HOURS.—Nearly all classes are on the basic 8-hour day (with time and one-half for overtime) and 48-hour week except Locomotive Shops with 44 hours.

Occupation	Per Mile or Per Hour	Per Day	Per Month
	<i>Per Mile Cents</i>	\$	\$
<i>Conductors</i>			
Passenger.....	6.01	9.13	268.81—276.06
Freight, Through.....	8.14		
<i>Brakemen</i>			
Passenger.....	4.47	6.82	199.31
Freight, Through.....	6.80		
<i>Baggagemen, Train.....</i>	4.58	6.99	204.61—209.73
<i>Yardmen</i>			
Foremen.....		8.79	
Helpers.....		8.30	
Switch Tenders.....		6.84	
<i>Locomotive Engineers</i>			
Passenger.....	7.66— 8.66		
Freight, Through.....	8.70—10.62		
Yard.....		8.72—10.04	
<i>Locomotive Firemen</i>			
Passenger.....	6.06— 7.26		
Freight, Through.....	6.86— 8.37		
Yard.....		7.28— 8.64	
Hostlers.....		7.50— 8.00	
Hostlers, Helpers.....		6.90	
<i>Telegraph Service</i>			
Train Despatchers.....			278.21—305.21
Telegraph Operators.....			175.21—187.21
Agents.....			182.21—199.21
Relief Agents.....			192.21—201.21
Assistant Agents.....			123.21—128.21
Linemen.....			193.21—201.21
<i>Maintenance of Way</i>			
Extra Gang Foremen.....		7.30—7.80	
Section Foremen, First Class Yards.....		7.20	
Section Foremen, on Line.....		6.75	
	<i>Per Hour \$</i>		
Sectionmen, Classified Yards.....	.70— .74		
Sectionmen, Other.....	.64— .69		
<i>Bridge and Building</i>			
Foremen.....		7.80	
Foremen, Painter.....		7.55	
Masons, Bricklayers and Plasterers.....	.91		
Carpenters.....	.87— .91		
Plumbers, Pipefitters, Tinsmiths, Blacksmiths, Electricians.....	.86—1.03		
Painters.....	.84— .87		
Bridgemen or Rough Carpenters.....	.74— .87		
Mechanic's Helpers.....	.74		
Pumpmen.....			149.21—155.21
Engineers, Pile Driver, Hoist.....		7.20	

Table VIII—(3) STEAM RAILWAYS—Concluded

Occupation	Per Mile or Per Hour	Per Day	Per Month
		\$	\$
<i>Signalmen</i>			
Non-Interlocked Crossings.....	.66		
Half-Interlocked Crossings.....	.68		
<i>Locomotive and Car Shops (a)</i>			
Mechanics (b).....	1.05		
Other Carmen (c).....	.98		
Helpers.....	.82		
Electrical Workers, Electricians.....	1.05		
Electrical Workers, Linemen.....	1.01		
Electrical Workers, Groundmen.....	.95		
Electrical Workers, Operators.....	.88		
Coach Cleaners.....	.70		
Shop Labourers.....	.66— .68		

(a) These employees are allowed approximately one cent per hour extra for checking in and out.

(b) Machinists, boilermakers, blacksmiths, plumbers, etc., sheet metal workers, cabinet makers, carpenters—coach, locomotive and bench, welders, etc.

(c) Freight car carpenters, freight car painters, car inspectors, car repairers, etc.

Table VIII—(4) GRAIN ELEVATORS

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
STANDARD HOURS PER WEEK		
Canada.....	<i>Average</i> 47.8	<i>Range</i>
New Brunswick, Quebec and Ontario....	48.0	44—60
Saskatchewan and Alberta.....	48.6	44—60
British Columbia.....	44.0	
<i>Electricians</i>		
Canada.....	213.16	
New Brunswick, Quebec and Ontario.....	213.93	176.80—251.30
Saskatchewan and Alberta.....	217.00	190.00—250.00
British Columbia.....	207.50	180.00—235.00
<i>Millwrights</i>		
Canada.....	211.67	
New Brunswick, Quebec and Ontario.....	220.00	204.12—250.80
Saskatchewan and Alberta.....	195.00	190.00—200.00
British Columbia.....	203.33	195.00—215.00
<i>Weighmen</i>		
Canada.....	202.98	
New Brunswick, Quebec and Ontario.....	209.96	189.12—230.00
Saskatchewan and Alberta.....	184.20	177.00—190.00
British Columbia.....	199.44	180.00—215.00
<i>Labourers</i>	per Hour	per Hour
Canada.....	.71	
New Brunswick, Quebec and Ontario.....	.70	.65—.75
Saskatchewan and Alberta.....	.65	.61—.66
British Columbia.....	.82	.75—.85
<i>Oilers</i>		
Canada.....	.71	
Quebec and Ontario.....	.70	.60—.75
British Columbia.....	.85	

Table VIII—(5) ELECTRIC STREET RAILWAY*

Locality	CONDUCTORS AND MOTORMEN		LINEMENT†	SHOP AND BARN MEN††	ELECTRI- CIANS (x)	TRACKMEN AND LABOURERS
	Maximum Rate per Hour†					
	One Man Car	Two Man Car				
	\$					
STANDARD HOURS PER WEEK						
	Range					
Canada.....	40 — 63					
Nova Scotia.....	44 — 56					
New Brunswick.....	48 — 63					
Quebec.....	44 — 63					
Ontario.....	44 — 53					
		Manitoba.....				44 — 54
		Saskatchewan.....				48
		Alberta.....				40 — 44
		British Columbia.....				44 — 48
Nova Scotia—						
Halifax.....	.81		.92	.62 — .95	.92	.58 — .71
Sydney.....	.74 (a)		.70	.58 — .80	.80	.52 — .58
New Brunswick—						
Saint John.....	.65½		.87½	.52 — .76	.76½	.53
QUEBEC—						
Quebec.....	.70		.82	.56 — .84	.84	.45 — .57
Levis.....	.40		.65	.43 — .75		.38 — .46
Montreal.....	.92 (a)	.85	.88	.62 — 1.01	1.00	.62 — .78
Hull.....	.67		.63	.51 — .74	.71	.50 — .57
ONTARIO—						
Ottawa.....	.73 (a)		.72	.59 — .79	.72	.59 — .66
Cornwall.....	.68		.71	.60 — .75	.73	.52 — .60
Toronto.....	.80 (a)		.93	.64 — 1.08	.90	.67 — .75
St. Catharines.....	.85		.92½	.67 — 1.00	1.00	.64 — .70
Hamilton.....	.77 (a)		.85	.75 — .80	.75	.61 — .66
Kitchener.....		.82 (b)	.91	.93½ — 1.00	1.01½	.68 — .75
Port Arthur.....	.84		1.09	.73 — .88½		.68½ — .74½
Fort William.....	.84		1.09	.73 — .98½	1.05	.73

MANTOBA—									
Winnipeg.....	.87 (a)	.82	1.09½	.62 — .97	.93	.67 — .77			
SASKATCHEWAN—									
Regina.....	.81	.....	1.09	.67½ — .85½	.84	.66½			
Saskatoon.....	.81	.....	.84½	.61½ — .89½	.95	.60 — .67½			
ALBERTA—									
Calgary.....	.85	.....	1.09	.71½ — 1.09	1.09	.60 — .77½			
Edmonton.....	.88	.....	1.14½	.71½ — .98½	1.01½	.71½ — .76			
BRITISH COLUMBIA—									
Vancouver.....	.85 (a)	.79	1.13½	.68 — .99½	.91½	.68½ — .78½			
Victoria.....	.95 (a)	.....	1.13½	.78 — 1.07½	.99½	.69½ — .83½			

* The wage rates are straight time hourly rates only and do not include the value of various allowances to employees such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. These vary from city to city.

† Maximum rates based on length of service.

‡ Including troublemen and, in some cases, groundmen; in some localities line maintenance work is performed by employees of light, heat and power distribution utilities, rates for which are included here.

†† Including shedmen, pitmen, cleaners, blacksmiths, carpenters, painters, etc.

(x) Including armature winders, wiremen, etc.

(a) Rate applies also to bus operators.

(b) Bus operators: 1943—68 cents, 1944 and 1945—73 cents, 1946—85 cents per hour.

Table VIII—(6) MOTOR TRANSPORT (LOCAL)

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Average Standard Hours per Week
<i>Truck Drivers</i>	\$	\$	
Canada.....	.63	.....	49.6
Saint John.....	.65	.63 — .67	45.6
Montreal.....	.48	.40 — .60	55.8
Brantford.....	.61	.....	55.4
Hamilton.....	.61	.55 — .65	51.0
London.....	.60	.55 — .65	53.0
Ottawa.....	.54	.50 — .58	53.6
St. Catharines.....	.62	.60 — .65	58.9
Sudbury.....	.60	.57 — .63	48.0
Toronto.....	.67	.60 — .75	48.4
Windsor.....	.68	.64 — .75	53.0
Winnipeg.....	.66	.55 — .89	50.2
Saskatoon.....	.62	.60 — .65	48.0
Regina.....	.62	.61 — .63	47.9
Calgary.....	.60	.57 — .63	44.3
Edmonton.....	.58	.54 — .62	47.8
Vancouver.....	.84	.70 — .92	47.5
Victoria.....	.77	.65 — .90	47.3

TABLE IX—WAGE RATES AND HOURS OF LABOUR IN
TELEPHONE COMMUNICATION, 1946

Locality and Occupation	Average Ranges of Rates (a) per Week
	\$
Standard Hours per Week: Male 40-48 with majority at 48.	
Canada—	
Cablemen and Splicers.....	42.25—50.41
Central Office Repairmen.....	36.98—49.88
Linemen.....	31.87—48.21
Operators, Female.....	15.57—23.21
P.B.X. Installers.....	42.09—52.12
P.B.X. Repairmen.....	39.98—52.30
Station Installers.....	38.99—48.60
Station Repairmen.....	37.09—49.21
Supervisors, Female.....	24.53—31.99

(a) Ranges of provincial average rates shown to avoid disclosing confidential information.

TABLE X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1946

(1) WHOLESALE

Occupation and Locality		Average Wage Rate per Week
STANDARD HOURS PER WEEK:		\$
	Average Males Females	
Halifax.....	44.5 44.7	
Saint John.....	46.2 45.3	
Quebec.....	47.7 44.1	
Montreal.....	44.4 41.5	
Ottawa.....	45.7 42.9	
Hamilton.....	44.5 42.6	
London.....	45.2 41.5	
Toronto.....	43.1 41.7	
Windsor.....	44.2 45.5	
Winnipeg.....	43.7 41.7	
Regina.....	44.3 43.2	
Saskatoon.....	45.3 42.9	
Calgary.....	44.0 42.6	
Edmonton.....	44.5 42.6	
Vancouver.....	42.9 42.2	
Victoria.....	42.5 43.0	
<i>Bookkeepers, Female</i>		
Halifax.....		27.03
Saint John.....		21.73
Montreal.....		26.18
Ottawa.....		23.41
Hamilton.....		24.65
London.....		22.72
Toronto.....		26.55
Winnipeg.....		26.57
Regina.....		23.96
Saskatoon.....		23.06
Calgary.....		24.73
Edmonton.....		24.83
Vancouver.....		25.95
Victoria.....		25.54
<i>General Office Clerks, Male</i>		
Halifax.....		32.13
Saint John.....		32.56
Quebec.....		29.28
Montreal.....		33.45
Ottawa.....		28.80
Hamilton.....		31.09
London.....		32.24
Toronto.....		34.40
Windsor.....		28.68
Winnipeg.....		33.40
Regina.....		37.81
Saskatoon.....		29.51
Calgary.....		35.10
Edmonton.....		32.29
Vancouver.....		36.29
Victoria.....		37.70
<i>General Office Clerks, Female</i>		
Halifax.....		24.64
Saint John.....		20.80
Quebec.....		25.01
Montreal.....		24.23
Ottawa.....		22.20

Table X—(1) WHOLESALE—Continued

Occupation and Locality	Average Wage Rate per Week
<i>General Office Clerks, Female—Concluded</i>	
	\$
Hamilton.....	22.32
London.....	20.54
Toronto.....	24.57
Windsor.....	21.80
Winnipeg.....	20.11
Regina.....	21.71
Saskatoon.....	21.95
Calgary.....	21.85
Edmonton.....	21.56
Vancouver.....	22.72
Victoria.....	23.85
<i>Office Appliance Operators, Female</i>	
Halifax.....	23.46
Montreal.....	26.20
Toronto.....	25.21
Winnipeg.....	23.26
Regina.....	26.60
Saskatoon.....	21.33
Calgary.....	22.89
Edmonton.....	23.71
Vancouver.....	27.05
<i>Shippers and Receivers, Male</i>	
Halifax.....	28.00
Saint John.....	28.06
Quebec.....	28.45
Montreal.....	29.28
Ottawa.....	27.15
Hamilton.....	30.60
London.....	30.90
Toronto.....	31.50
Windsor.....	32.53
Winnipeg.....	29.68
Regina.....	28.91
Saskatoon.....	29.80
Calgary.....	30.08
Edmonton.....	30.38
Vancouver.....	32.13
Victoria.....	31.15
<i>Stenographers, Female</i>	
Halifax.....	24.69
Saint John.....	21.27
Quebec.....	21.52
Montreal.....	27.85
Ottawa.....	25.37
Hamilton.....	24.63
London.....	20.11
Toronto.....	26.59
Windsor.....	25.00
Winnipeg.....	23.28
Regina.....	23.69
Saskatoon.....	22.91
Calgary.....	23.21
Edmonton.....	22.04
Vancouver.....	25.44
Victoria.....	22.88

Table X—(1) WHOLESALE—Concluded

Occupation and Locality	Average Wage Rate per Week
<i>Typists, Female</i>	\$
Halifax.....	22.13
Saint John.....	18.59
Quebec.....	20.00
Montreal.....	22.88
Ottawa.....	23.82
Hamilton.....	19.91
Toronto.....	23.05
Winnipeg.....	21.24
Regina.....	21.31
Saskatoon.....	20.16
Calgary.....	21.09
Edmonton.....	20.53
Vancouver.....	22.92
<i>Truck Drivers</i>	
Halifax.....	28.20
Saint John.....	29.52
Quebec.....	29.39
Montreal.....	29.86
Ottawa.....	26.75
Hamilton.....	30.36
London.....	30.52
Toronto.....	31.77
Windsor.....	30.73
Winnipeg.....	28.52
Regina.....	30.26
Saskatoon.....	29.83
Calgary.....	29.07
Edmonton.....	29.07
Vancouver.....	36.94
Victoria.....	35.88
<i>Warehousemen</i>	
Halifax.....	27.93
Saint John.....	28.57
Quebec.....	24.44
Montreal.....	28.20
Ottawa.....	24.06
Hamilton.....	27.92
London.....	28.25
Toronto.....	28.67
Windsor.....	28.77
Winnipeg.....	25.45
Regina.....	28.14
Saskatoon.....	26.50
Calgary.....	28.34
Edmonton.....	26.24
Vancouver.....	29.68
Victoria.....	31.21

Table X—(2) RETAIL

Occupation and Locality		Average Wage Rate per Week
STANDARD HOURS PER WEEK:		\$
	Average Males Females	
Halifax.....	45.8 43.5	
Saint John.....	45.6 43.7	
Quebec.....	47.8 46.0	
Montreal.....	46.0 44.6	
Ottawa.....	45.2 44.5	
Toronto.....	42.1 41.1	
Hamilton.....	45.4 44.4	
London.....	45.2 43.8	
Windsor.....	45.6 43.4	
Winnipeg.....	43.7 39.6	
Regina.....	41.3 42.1	
Saskatoon.....	41.4 41.5	
Calgary.....	41.8 41.3	
Edmonton.....	41.1 41.0	
Vancouver.....	41.9 41.0	
Victoria.....	41.8 40.4	
<i>Bookkeepers, Female</i>		
Halifax.....		23.95
Saint John.....		20.75
Quebec.....		16.68
Montreal.....		28.30
Ottawa.....		25.58
Toronto.....		25.97
Hamilton.....		27.58
London.....		26.31
Winnipeg.....		23.89
Regina.....		24.36
Saskatoon.....		24.20
Calgary.....		25.64
Edmonton.....		22.88
Vancouver.....		25.88
Victoria.....		24.52
<i>Cashiers, Female</i>		
Halifax.....		18.51
Saint John.....		18.40
Quebec.....		17.21
Montreal.....		19.92
Ottawa.....		17.31
Toronto.....		20.59
Hamilton.....		20.49
London.....		20.41
Windsor.....		22.78
Winnipeg.....		20.54
Regina.....		21.75
Saskatoon.....		21.32
Calgary.....		19.63
Edmonton.....		20.01
Vancouver.....		21.89
Victoria.....		19.63
<i>Elevator Operators, Female</i>		
Halifax.....		15.82
Montreal.....		19.94
Ottawa.....		17.15
Toronto.....		19.05
Hamilton.....		19.12

Table X—(2) RETAIL—Continued

Occupation and Locality	Average Wage Rate per Week
	\$
<i>Elevator Operators, Female—Concluded</i>	
Winnipeg.....	18.45
Saskatoon.....	19.33
Calgary.....	17.48
Vancouver.....	20.04
Victoria.....	18.07
<i>General Office Clerks, Male</i>	
Quebec.....	30.14
Montreal.....	27.51
Ottawa.....	27.99
Toronto.....	32.03
Hamilton.....	30.75
Winnipeg.....	34.74
Regina.....	31.36
Calgary.....	27.68
Vancouver.....	31.84
<i>General Office Clerks, Female</i>	
Halifax.....	18.75
Saint John.....	15.36
Quebec.....	18.21
Montreal.....	18.85
Ottawa.....	18.40
Toronto.....	20.91
Hamilton.....	22.07
London.....	20.06
Windsor.....	18.57
Winnipeg.....	19.88
Regina.....	21.95
Saskatoon.....	20.31
Calgary.....	20.71
Edmonton.....	21.62
Vancouver.....	21.70
Victoria.....	20.49
<i>Janitors, Male</i>	
Halifax.....	23.34
Saint John.....	26.48
Montreal.....	25.48
Ottawa.....	28.86
Toronto.....	29.32
Hamilton.....	29.11
London.....	25.67
Winnipeg.....	30.19
Regina.....	26.90
Saskatoon.....	26.45
Calgary.....	26.95
Edmonton.....	26.83
Vancouver.....	31.23
Victoria.....	25.52
<i>Office Appliance Operators, Female</i>	
Halifax.....	22.13
Quebec.....	25.00
Montreal.....	21.75
Ottawa.....	21.38
Toronto.....	23.14
Hamilton.....	21.60
London.....	24.00
Winnipeg.....	21.77

Table X—(2) RETAIL—Continued

Occupation and Locality	Average Wage Rate per Week
	\$
<i>Office Appliance Operators, Female—Concluded</i>	
Regina.....	23.69
Saskatoon.....	21.23
Calgary.....	20.27
Edmonton.....	22.86
Vancouver.....	23.50
Victoria.....	20.77
<i>Sales Clerks, Male (a)</i>	
Halifax.....	26.51
Saint John.....	27.20
Quebec.....	26.92
Montreal.....	28.60
Ottawa.....	28.04
Toronto.....	30.37
Hamilton.....	30.92
London.....	32.82
Windsor.....	32.09
Winnipeg.....	34.02
Regina.....	29.35
Saskatoon.....	30.23
Calgary.....	31.14
Edmonton.....	31.69
Vancouver.....	33.88
Victoria.....	29.52
<i>Sales Clerks, Female (a)</i>	
Halifax.....	16.52
Saint John.....	16.47
Quebec.....	14.68
Montreal.....	18.83
Ottawa.....	17.89
Toronto.....	19.82
Hamilton.....	18.27
London.....	19.73
Windsor.....	18.42
Winnipeg.....	19.88
Regina.....	20.12
Saskatoon.....	20.38
Calgary.....	18.82
Edmonton.....	18.62
Vancouver.....	21.14
Victoria.....	18.63
<i>Shippers and Receivers, Male</i>	
Halifax.....	29.38
Saint John.....	27.24
Montreal.....	28.04
Ottawa.....	29.07
Toronto.....	31.13
Hamilton.....	30.59
London.....	30.85
Windsor.....	36.06
Winnipeg.....	33.84
Regina.....	30.58
Saskatoon.....	29.65
Calgary.....	30.14
Edmonton.....	29.46
Vancouver.....	32.13
Victoria.....	27.34

(a) Do not include those paid on a commission basis.

Table X—(2) RETAIL—Concluded

Occupation and Locality	Average Wage Rate per Week
	\$
<i>Stenographers, Female</i>	
Halifax.....	20.36
Saint John.....	17.01
Quebec.....	16.79
Montreal.....	25.22
Ottawa.....	22.19
Toronto.....	24.62
Hamilton.....	21.39
London.....	20.88
Windsor.....	24.75
Winnipeg.....	24.21
Regina.....	22.22
Saskatoon.....	23.19
Calgary.....	22.78
Edmonton.....	23.88
Vancouver.....	24.04
Victoria.....	20.47
<i>Truck Drivers</i>	
Halifax.....	26.40
Saint John.....	28.11
Quebec.....	24.33
Montreal.....	29.82
Ottawa.....	27.11
Toronto.....	33.31
Hamilton.....	33.72
London.....	28.45
Windsor.....	33.28
Winnipeg.....	32.97
Regina.....	30.47
Saskatoon.....	28.33
Calgary.....	28.89
Edmonton.....	29.52
Vancouver.....	39.04
Victoria.....	35.53
<i>Typists, Female</i>	
Montreal.....	18.29
Toronto.....	20.21
Ottawa.....	19.25
Winnipeg.....	19.50
Calgary.....	19.40
Edmonton.....	20.82
Vancouver.....	20.81
<i>Warehousemen</i>	
Saint John.....	24.63
Quebec.....	24.51
Montreal.....	26.76
Ottawa.....	27.14
Toronto.....	30.79
Hamilton.....	30.11
Regina.....	26.16
Saskatoon.....	26.44
Calgary.....	30.29
Edmonton.....	31.49
Vancouver.....	31.18
Victoria.....	24.17

TABLE XI—WAGE RATES AND HOURS OF LABOUR IN SERVICE, 1946

(1) CIVIC EMPLOYEES

Locality	Police Constables		Firefighters (a)	Labourers	
	Maximum Salary per Year	Standard Hours per Week	Maximum Salary per Year	Wage Rate per Hour	Standard Hours per Week
	\$		\$	\$	
Nova Scotia—					
Halifax.....	1780	48	1924 and 2020 (i)	.55 — .60	48—54
Sydney.....	1848	56		.59 — .61	48
Glace Bay.....	1908	48		.62½	48
Prince Edward Island—					
Charlottetown.....	1440	48		.34 — .50	48
New Brunswick—					
Saint John.....	1920	56	1750	.58	48
Moncton.....	1799	48	1927	.55 — .64	44
Fredericton.....	1440	56	1680 (j)	.55	48
Quebec—					
Montreal.....	2300	48	2400	.55 — .65	44
Westmount.....	2150	48	2250	.52½	44
Quebec.....	1820	84	1846	.54 and .55	44—48
Trois Rivières (b).....	1794	72	1794		48
Sherbrooke.....	1872	72	1872	.50 and .55	48
Hull.....	1694	70	1644	.55	48
St. Hyacinthe (b).....	1800 (c)	72	1800 (c)	.55	48
Magog.....	1680	60		.54	48
Shawinigan Falls (b).....	1849	56	1849	.59	48
Sorel (b).....	1664	63	1664	.45 — .60	48
Verdun.....	2200	48	2300	.60 and .65	44
St. Johns.....	1560	60		.55	54
Joliette (b).....	1523	70	1523	.46 and .73	48
Cap de la Madeleine (b).....	1690	72	1690	.50	48
Ontario—					
Ottawa.....	2300	48	2110	.55	44
Cornwall.....	1800	48		.55	44
Brockville.....	1600	48	1600	.50	50
Kingston.....	1800	48	1700	.50	48
Belleville.....	1850	48	1593	.50 — .60	44
Peterborough.....	2029	48	2000	.55 — .70	44
Oshawa.....	2050	48	2000	.60 and .66	44
Toronto.....	2295	48	2295 (k)	.71 — .76	44—48
Hamilton.....	2161	48	2161	.68½ and .73½	44
St. Catharines.....	2234	48	1983	.65 — .70	48
Niagara Falls.....	2004 (d)	48	2019	.63 — .67	48
Brantford.....	2066	48	2066	.65	44
Galt.....	1800	54	1700	.60	44
Guelph.....			1800	.58 and .63	44
Kitchener.....	1950	48	2050 (l)	.67½	44
Woodstock.....	1400	51	1600		
Stratford.....	1850	48	1763	.60 — .70	44
London.....	2155	48	2079	.58 — .69	45
St. Thomas.....	2178	48	2178	.58 — .68	48
Chatham.....	1700	48	1700	.52 and .57	44—48
Windsor.....	2350	48		.82½	44
Sarnia.....	1974	48	1914	.65 and .70	48
Owen Sound.....	1979	48	1739	.54 — .62	47

Table XI—(1) CIVIC EMPLOYEES—Concluded

Locality	Police Constables		Firefighters (a)	Labourers	
	Maximum Salary per Year	Standard Hours per Week	Maximum Salary per Year	Wage Rate per Hour	Standard Hours per Week
	\$		\$	\$	
Ontario—Concluded					
North Bay.....	1980	48	1920	.65	44
Sudbury.....	2100	57	2040	.65	48
Sault Ste. Marie.....	2044	48	2040	.64½	48
Port Arthur.....	2100 (e)	48	1980 (e)	.68 and .70	44
Fort William.....	2040 (e)	48	1920 (e)	.68 and .70	44
Kirkland Lake.....	1980	48	1980	.65	48
Timmins.....	2160	48	2160	.72	44
Manitoba—					
Winnipeg.....	2280 (f)	48	2280	.65 and .70	44—48
Brandon.....	1914	48	1692	.48	44
St. Boniface.....	2082	48	2082	.55 and .60	44
Saskatchewan—					
Regina.....	2184 (g)	48	2160 (m)	.55½	44
Saskatoon.....	2040 (h)	48	2100	.....	.....
Moose Jaw.....	2002	48	1822	.56	44
Prince Albert.....	.....	48	1860 (n)	.50 and .51	50
Alberta—					
Calgary.....	2214	48	2034 (o)	.60 and .71½	40
Edmonton.....	2040	44	2040 (p)	.65 — .76	40
Lethbridge.....	1958	48	1920	.60	44
Medicine Hat.....	1860	48	1860	.50 — .60	44
British Columbia—					
Vancouver.....	2280	48	2220	.78	40
Victoria.....	2109	48	2177	.71½ and .77	40
New Westminster.....	2120	48	2118	.74½	44
Nelson.....	.....	.....	1740	.56½ — .63	44
Nanaimo.....	.....	.....	1764	.71½	44
Prince Rupert.....	.....	.....	2100	.78½	44

- (a) Standard hours: most firefighters work under the two-platoon system with one day off in seven. The following cities in 1946 had the three-platoon system—three 8-hour shifts—Shawinigan Falls, Hamilton, Port Arthur, Fort William, Timmins, Regina, Calgary, Lethbridge and Medicine Hat.
- (b) Both police and firefighting duties performed by the same men.
- (c) Rent, fuel, light and clothing included and these employees are not subject to municipal taxes.
- (d) Plus 5 cents per day after three years, an additional 3 cents after five years.
- (e) Plus \$5 per month after ten years and \$10 after fifteen years.
- (f) Plus 10 cents per day after ten years and 20 cents after fifteen years.
- (g) Free uniforms plus \$2 per month for each five years.
- (h) Uniforms supplied, boot allowance of \$20 per year, free street car transportation to and from work, plus \$2 per month after each five years' service up to 35 years.
- (i) Rate for married men.
- (j) Drivers of apparatus only; others on call.
- (k) "Interim Remuneration" of \$160 per year in lieu of three-platoon system.
- (l) Plus \$7.50 per month after ten years.
- (m) Plus \$5 per month after five years.
- (n) Work on certain eight listed statutory holidays to be paid for at regular rate.
- (o) Plus \$5 per month after ten years, \$10 per month after 20 years. Those with ten years' service are entitled to three weeks' vacation with pay and be paid also for any work on statutory holidays.
- (p) Plus \$5 per month after 19 years.

Table XI—(2) LAUNDRIES

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
STANDARD HOURS PER WEEK			\$	\$
	Average	Range		
Canada	48.3	.....	
Maritime Provinces	47.3	45½-50		
Quebec	52.1	48-59		
Ontario	46.6	44-48		
Prairie Provinces	47.4	44-50		
British Columbia	44.0	.....	
<i>Extractor Operators, Male</i>				
Canada .....			.58	.....
Quebec .....			.51	.44 — .60
Ontario .....			.63	.53 — .75
Prairie Provinces .....			.50	.47 — .58
British Columbia .....			.67	.55 — .75
<i>Sorters, Female</i>				
Canada .....			.36	.....
Maritime Provinces .....			.34	.24 — .54
Quebec .....			.35	.32 — .40
Ontario .....			.37	.30 — .44
Prairie Provinces .....			.35	.30 — .45
British Columbia .....			.41	.40 — .42
<i>Starchers, Female</i>				
Canada .....			.37	.....
Maritime Provinces .....			.30	.25 — .33
Quebec .....			.37	.35 — .38
Ontario .....			.35	.28 — .40
Prairie Provinces .....			.38	.35 — .40
British Columbia .....			.43	.40 — .45
<i>Washers, Male</i>				
Canada .....			.62	.....
Maritime Provinces .....			.57	.50 — .67
Quebec .....			.54	.47 — .68
Ontario .....			.64	.47 — .75
Prairie Provinces .....			.59	.50 — .68
British Columbia .....			.73	.63 — .80
<i>Laundry Operators, Female</i>				
Canada .....			.37	.....
Maritime Provinces .....			.29	.24 — .36
Quebec .....			.34	.22 — .48
Ontario .....			.37	.30 — .55
Prairie Provinces .....			.35	.30 — .42
British Columbia .....			.43	.40 — .50
<i>Drivers (a)</i>				
Canada			per Week	per Week
Maritime Provinces			39.83	25.00—47.50
Quebec			35.20	28.00—56.03
Ontario			40.89	30.00—54.00
Prairie Provinces			40.41	28.00—50.95
British Columbia			36.00	28.27—78.62
			43.72	

(a) Rates include commission.

Table XI—(3) MEDIUM AND LARGE-SIZED HOTELS

STANDARD HOURS PER WEEK:

48 for nearly all hotels covered by table except in British Columbia where most employees are on a 44-hour week.

Occupation	NO MEALS		THREE MEALS	
	Average Wage Rate per Month	Range of Rates per Month	Average Wage Rate per Month	Range of Rates per Month
	\$	\$	\$	\$
Chambermaids (<i>a</i>).....	91.00	73.00—110.00	55.00	48.00— 61.00
Cooks, Male.....	177.00	143.00—195.00	154.00	134.00—174.00
Dishwashers, Male (<i>b</i>).....	101.00	82.00—123.00	89.00	68.00—102.00
Dishwashers, Female (<i>c</i>).....	89.00	74.00—105.00	79.00	50.00— 90.00
Elevator Operators, Male.....	102.00	78.00—130.00	81.00	60.00—115.00
Elevator Operators, Female.....	99.00	71.00—127.00	.....	.....
Laundry Workers, Female (per Hour)	.512	.42—.57	.....	.....
Room Clerks, Male.....	158.00	117.00—193.00	116.00	87.00—132.00
Stenographers and Typists.....	125.00	100.00—142.00	106.00	75.00—127.00
Telephone Operators, Female.....	101.00	79.00—119.00	85.00	65.00—104.00
Waiters, Male.....	.....	.....	88.00	50.00—103.00
Waitresses.....	87.00	74.00—106.00	76.00	52.00— 97.00

(*a*) A substantial number with both room and meals averaged \$69.00.

(*b*) Fairly large group with one meal averaged \$115.00—for another group with two meals the average was \$82.00.

(*c*) Average for an appreciable number with two meals was \$81.00.

Table XI—(4) GARAGES (AUTOMOBILE MECHANICS)

Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
	\$	\$	
Canada.....	.83		
Nova Scotia.....	.73		
Halifax.....	.73	.60 — .80	49 — 50
Truro.....	.68	.60 — .70	58
New Glasgow.....	.63	.50 — .75	54
Sydney.....	.79	.75 — .85	48
New Brunswick.....	.69		
Fredericton.....	.67	.57 — .70	54
Moncton.....	.68	.66 — .70	49
Saint John.....	.71	.70 — .75	50 — 54
Quebec.....	.78		
Montreal.....	.81	.65 — .98	49 — 60
Quebec.....	.73	.65 — .80	49 — 54
Sherbrooke.....	.72	.62 — .82	49
Hull.....	.75	.65 — .85	49
Trois Rivières.....	.66	.56 — .75	49 — 54
Ontario.....	.82		
Fort William and Port Arthur.....	.87	.80 — .90	48
Hamilton.....	.77	.73 — .80	48
London.....	.76	.67 — .87	44 — 49
Ottawa.....	.78	.58 — 1.02	48
Sudbury.....	.83	.70 — .90	48
Toronto.....	.86	.70 — .99	44 — 48
Galt.....	.69	.65 — .72	49
Brantford.....	.74	.67 — .79	45 — 48
Oshawa.....	.76	.63 — .88	48
Peterborough.....	.77	.68 — .85	48
St. Catharines.....	.81	.75 — .90	48 — 54
Timmins.....	.84	.75 — .90	48
Belleville.....	.73	.60 — .90	48
Windsor.....	.89	.75 — 1.00	44 — 48
Cornwall.....	.71	.60 — .83	49
Kingston.....	.84	.72 — .93	48
Kirkland Lake.....	.89	.68 — .96	48
Kitchener.....	.77	.65 — .85	45 — 49
Niagara Falls.....	.81	.70 — .95	48 — 54
Sarnia.....	.79	.70 — .88	48
Manitoba.....	.76		
Brandon.....	.69	.60 — .77	49 — 54
Winnipeg.....	.77	.65 — .92	49 — 54
Saskatchewan.....	.79		
Moose Jaw.....	.81	.75 — .87	48
Regina.....	.81	.65 — .92	47½ — 49
Saskatoon.....	.76	.70 — .82	48 — 49
Alberta.....	.90		
Calgary.....	.93	.80 — 1.00	43½ — 49
Edmonton.....	.91	.75 — 1.02	44 — 49
Lethbridge.....	.80	.73 — .90	44 — 48
Medicine Hat.....	.83	.75 — .90	48
British Columbia.....	.98		
New Westminster.....	.97	.80 — 1.00	44
Prince Rupert.....	.96	.85 — 1.00	44
Vancouver.....	1.00		44
Victoria.....	.95	.80 — 1.00	44 — 45

**Table XII—STANDARD OR NORMAL HOURS OF LABOUR PER WEEK FOR MALE WORKERS,
BY INDUSTRY, 1946**

NOTE.—Figures shown for Manufacturing, Construction, Trade and Service are weighted averages while those for Logging, Mining and Transportation are predominant hours. Office employees are not included.

Industry	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia
Logging—										
Eastern Canada (Ontario and East).....										
Western Canada										
Prairie Provinces.....										
British Columbia.....										
Mining—										
Coal Mining.....										
Metal Mining.....										
			40, 47 & 48	48.0				48.0	48.0	40, 44, 48
			Underground 48; Surface and Mill 48-56.							
Manufacturing—										
Primary Textile Products.....	48.7		49.1	50.1	49.5	47.3	47.1		47.8	43.7
Cotton Yarn and Cloth.....	48.2		50.0		48.1	48.0				
Woolen Yarn and Cloth.....	48.9		48.8		50.9	47.6	48.6		48.0	43.6
Knitting—Hosiery, Underwear and Outerwear.....	47.9		46.5		50.2	48.2	42.5		44.8	43.9
Rayon Yarn and Fabric.....	50.3				50.5	48.0				
Clothing.....	41.8		43.4	44.0	42.0	41.4	41.6		44.0	41.5
Men's and Boys' Suits and Overcoats.....	41.3		40.0		41.4	40.9	40.0		44.0	40.7
Work Clothing.....	45.1		46.3	44.0	47.0	44.2	43.3		44.0	40.7
Men's Shirts.....	44.2				45.3	43.3				
Women's and Misses' Suits and Coats.....	40.2				40.3	40.1	40.0			42.5
Dresses.....	41.8				41.8	41.9				
Rubber Products.....	43.6				50.3	47.7				
Pulp and its Products.....	47.7		48.0	48.0	48.3	48.0	48.0			44.0
Paper Boxes.....	46.9		47.1	44.3	49.5	46.1	44.3		45.0	44.0
Printing and Publishing.....	45.4	43.1	45.4	42.9	44.0	43.1	44.0	43.8	43.7	42.6
Newspaper Printing.....	44.5	43.1	45.7	42.0	47.2	43.0	45.8	45.9	45.0	43.0
Job Printing and Publishing.....	42.4		44.8	44.1	41.2	43.2	42.8	40.3	40.2	41.9

Lumber and its Products.....	48.5	45.0	52.2	53.8	54.9	48.0	46.4	49.7	49.5	43.9
Sawmill Products.....	49.0	.....	54.9	55.5	58.3	52.2	48.9	53.3	55.1	44.0
Planing Mills, Sash, Doors, etc..	48.6	45.0	50.3	51.1	53.4	47.0	45.8	47.0	45.9	44.0
Furniture.....	47.6	.....	48.8	50.0	51.6	46.5	45.7	.....	42.7	42.3
Edible Plant Products.....	48.4	.....	52.5	51.0	50.5	47.7	46.7	48.1	47.8	43.3
Flour.....	48.6	.....	.....	.....	57.0	47.9	48.0	47.5	47.5	.....
Bread and Cake.....	47.7	.....	49.8	51.5	49.4	47.6	46.2	48.7	46.8	41.7
Biscuits.....	49.0	.....	49.0	49.6	52.6	47.0	45.0	.....	44.0	44.0
Confectionery.....	46.3	.....	44.0	45.0	44.0	47.0	44.4	.....	40.0	44.0
Fruits and Vegetables, Canned..	49.3	.....	56.2	60.0	52.7	48.0	46.7	.....	54.0	50.2
Fur Products.....	42.7	.....	45.0	41.5	44.0	41.3	40.4	42.2	.....	40.3
Leather and its Products.....	47.6	.....	48.0	47.8	48.9	46.5	48.0	48.0	.....	44.0
Leather Tanning.....	48.1	.....	.....	.....	51.5	47.7	48.0	48.0	.....	44.0
Boots and Shoes.....	47.4	.....	48.0	47.8	48.7	45.1	.....	.....	.....	44.0
Edible Animal Products (Meat Products).....	45.7	49.9	44.0	.....	48.9	45.9	45.5	45.2	44.8	44.1
Iron and its Products.....	45.1	45.8	46.7	45.7	47.6	44.5	46.7	44.7	43.4	40.9
Crude, Rolled and Forged Products.....	46.9	.....	48.1	.....	48.0	46.0	50.0	.....	.....	44.0
Foundry and Machine Shop.....	46.6	44.0	45.3	50.7	49.5	46.0	47.5	45.1	42.1	41.6
Machinery (other than Electrical).....	46.1	.....	43.3	44.0	47.3	45.8	45.5	44.0	45.9	42.5
Engines, Boilers, Tanks, etc.....	45.8	.....	45.8	44.0	48.2	46.7	48.0	44.0	.....	41.1
Aircraft.....	44.8	.....	46.1	44.0	46.1	44.0	45.1	48.0	44.0	.....
Shipbuilding (Steel Ships).....	44.4	.....	44.7	44.0	46.2	45.5	46.5	.....	.....	40.1
Automobiles, Trucks, etc.....	41.4	.....	.....	.....	46.6	41.3	46.5	.....	.....	.....
Automobile and Truck Equipment and Parts.....	45.1	.....	.....	.....	47.4	45.1	47.0	.....	46.0	41.5
Stoves, Furnaces, etc.....	46.4	.....	48.0	48.0	50.3	45.3	.....	.....	.....	44.0
Agricultural Machinery.....	45.6	51.0	.....	.....	56.7	45.3	44.0	.....	.....	.....
Sheet Metal Products.....	44.7	.....	44.0	44.0	46.0	44.7	45.0	44.0	44.0	41.2
Tobacco Products.....	43.0	.....	.....	.....	48.2	47.5	.....	.....	.....	.....
Beverages (Brewery Products)...	44.8	.....	44.0	50.8	48.0	42.6	44.2	44.0	40.0	44.0
Electric Current Production and Distribution.....	47.0	44.0	48.2	50.3	47.8	46.5	46.7	46.3	44.9	47.0
Electrical Products.....	43.4	.....	.....	.....	41.5	44.4	44.2	44.0	.....	41.1
Radio Sets and Parts.....	44.8	.....	.....	.....	45.0	44.4	.....	.....	.....	.....
Electrical Machinery and Apparatus.....	43.2	.....	.....	.....	40.6	44.4	44.2	44.0	.....	41.1

Table XII—STANDARD OR NORMAL HOURS OF LABOUR PER WEEK FOR MALE WORKERS BY INDUSTRY—Concluded

Industry	Canada	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Construction (1945 Hours).....	45.8	.....	45.5	46.9	45.1	47.1	45.4	46.2	46.3	42.8
Transportation, Storage and Communication—										
Water Transportation and Storage (Inland and Coastal).....										
Steam Railways										
Electric Street Railways.....	40.0—63.0	.....	44.0—56.0	48.0—63.0	44.0—63.0	44.0—53.0	44.0—54.0	48.0	40.0—44.0	44.0—48.0
Grain Elevators.....	47.8	.....	.....	48.0	54.9	47.8	47.7	48.6	48.0	44.0
Motor Transport (Local).....	49.6	.....	.....	45.6	55.8	49.1	50.2	47.9	46.5	47.5
Communication—Telephone.....	42.1	43.0	44.0	44.0	42.3	41.3	44.0	.....	44.0	40.2
Trade—										
Wholesale.....	44.3	48.2	45.3	46.3	44.6	44.3	43.6	44.8	44.2	43.2
Retail.....	45.1	43.9	46.5	46.7	47.3	44.8	47.5	41.9	41.7	42.6
Service—										
Laundries.....	48.3	50.0	47.4	47.2	52.1	46.6	47.4	48.0	47.0	44.0
Garages (Automobile Mechanics).....	48.3	48.0	51.1	52.0	50.7	47.8	50.2	48.2	46.5	44.0

Hours on duty, except when in port, in Atlantic and Pacific Coastwise trade were eight per day (three watches of eight hours) 56 hours per week for most employees. Hours for Steward's Department employees were not to exceed eight in a spread of twelve hours. On Great Lakes and St. Lawrence River, the hours for most employees were eight per day, 56 per week.

48 (except Locomotive shops with 44) in all provinces.

APPENDIX

WAGES IN AGRICULTURE, 1946

SOURCE OF DATA: Quarterly Bulletin of Agricultural Statistics—figures compiled from reports made by farm correspondents in all provinces.

Province	January 15				May 15				August 15			
	DAILY		MONTHLY		DAILY		MONTHLY		DAILY		MONTHLY	
	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Canada.....	2.93	3.84	57.24	82.23	3.25	4.15	71.36	96.27	4.04	4.95	75.28	100.62
Prince Edward Island.....	2.39	3.11	49.54	72.06	2.53	3.28	55.76	77.37	2.62	3.38	55.76	77.96
Nova Scotia.....	3.06	3.92	61.23	89.27	3.08	3.99	70.39	98.89	3.24	4.11	67.45	91.57
New Brunswick.....	3.31	4.31	80.71	105.73	3.33	4.11	76.98	98.85	3.56	4.44	78.61	103.17
Quebec.....	2.89	3.79	62.68	86.50	3.10	3.96	68.94	93.96	3.46	4.36	74.48	98.41
Ontario.....	3.04	3.93	57.06	80.51	3.29	4.19	64.80	89.40	3.62	4.55	68.40	92.40
Manitoba.....	2.64	3.54	49.88	71.97	3.24	4.25	68.75	91.39	4.71	5.66	77.50	102.81
Saskatchewan.....	2.45	3.56	49.87	75.72	3.43	4.49	77.24	102.06	4.71	5.69	82.99	111.13
Alberta.....	2.76	3.65	60.25	86.01	3.45	4.43	76.16	102.32	4.37	5.17	80.02	106.66
British Columbia.....	3.56	4.50	70.59	100.50	3.80	4.74	79.60	104.05	4.42	5.26	82.63	105.56

APPENDIX—WAGES IN AGRICULTURE, 1946—Continued

The information given below has been reproduced from the latest Quarterly Bulletin issued by the Agricultural Branch of the Dominion Bureau of Statistics. The figures were compiled from reports made by farm correspondents in all provinces.

Farm Wage Rates — 1945, 1946 and 1947

Average wage rates paid to farm help in Canada are higher than at any time since comparable statistics became available in 1940. Scarcity of labour and the maintenance of a high level of farm income have been important factors contributing towards the continuing rise in farm wage rates. Except in the case of monthly wages with board, Saskatchewan wage rates were the highest among the provinces. On the other hand wage rates in Prince Edward Island were the lowest. The average rates for Canada as reported at August 15, 1947, were \$4.13 per day and \$82.75 per month where the employer provided the board as compared with rates of \$4.04 and \$75.28, respectively, at the same date a year ago. Where the employee provided his own board, the average rates were \$5.17 per day and \$109.03 per month as against \$4.95 and \$100.62, respectively, as reported at August 15, 1946.

Table 1 gives a summary of wage rates for Canada as at August 15 from 1940 to date and Tables 2 and 3 give comparative data on a provincial basis for the last three years.

Table 1.—AVERAGE WAGES OF MALE FARM HELP IN CANADA PER DAY AND PER MONTH AS AT AUGUST 15, 1940-47

Year	Average Wages per Day		Average Wages per Month	
	With Board	Without Board	With Board	Without Board
	\$	\$	\$	\$
1940.....	1.48	1.99	27.92	41.76
1941.....	2.02	2.57	35.40	51.15
1942.....	2.51	3.23	47.36	66.41
1943.....	3.38	4.42	61.81	84.76
1944.....	3.53	4.36	65.99	88.31
1945.....	3.55	4.50	71.68	97.22
1946.....	4.04	4.95	75.28	100.62
1947.....	4.13	5.17	82.75	109.03

Table 2.—AVERAGE WAGES OF MALE FARM HELP PER DAY AS AT AUGUST 15, 1945, 1946 AND 1947

Province	With Board			Without Board		
	1945	1946	1947	1945	1946	1947
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	2.55	2.62	2.67	3.36	3.38	3.54
Nova Scotia.....	3.43	3.24	3.57	4.21	4.11	4.36
New Brunswick.....	3.52	3.56	3.77	4.32	4.44	4.69
Quebec.....	3.22	3.46	4.03	4.12	4.36	4.90
Ontario.....	3.46	3.62	3.70	4.36	4.55	4.96
Manitoba.....	3.97	4.71	4.54	4.98	5.66	5.46
Saskatchewan.....	4.00	4.71	4.83	4.85	5.69	5.99
Alberta.....	4.04	4.37	4.45	4.94	5.17	5.60
British Columbia.....	3.85	4.42	4.73	4.64	5.26	5.75
Canada.....	3.55	4.04	4.13	4.50	4.95	5.17

Table 3.—AVERAGE WAGES OF MALE FARM HELP PER MONTH AS AT AUGUST 15,
1945, 1946 AND 1947

Province	With Board			Without Board		
	1945	1946	1947	1945	1946	1947
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	52.59	55.76	55.50	76.25	77.96	75.16
Nova Scotia.....	69.15	67.45	72.44	91.44	91.57	101.00
New Brunswick.....	80.63	78.61	86.88	103.46	103.17	107.63
Quebec.....	68.83	74.48	84.02	92.36	98.41	109.58
Ontario.....	64.34	68.40	74.29	87.39	92.40	99.48
Manitoba.....	74.84	77.50	80.55	97.76	102.81	102.59
Saskatchewan.....	77.31	82.99	89.23	101.92	111.13	116.06
Alberta.....	77.19	80.02	84.69	111.00	106.66	113.57
British Columbia.....	76.56	82.63	86.25	102.92	105.56	117.81
Canada.....	71.68	75.28	82.75	97.22	100.62	109.03

REPORT OF THE
CANADIAN GOVERNMENT DELEGATES

to the

Thirtieth Session of the International Labour Conference

GENEVA

June 19 to July 11

1947

Printed as a Supplement to the
Labour Gazette
December, 1947



OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.,
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
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Report of the Canadian Government Delegates to the Thirtieth Session of the International Labour Conference, Geneva, June 19 to July 11, 1947.

TO THE HONOURABLE HUMPHREY MITCHELL,
MINISTER OF LABOUR,
OTTAWA.

SIR,—We, the undersigned delegates appointed to represent the Government of Canada at the Thirtieth Session of the International Labour Conference, have the honour to submit the following report.

The Conference was held in the Palace of Nations at Geneva, Switzerland, from June 19 to July 11, 1947.

Forty-eight member States of the International Labour Organization were represented at the Conference, namely: Afghanistan, Argentina, Australia, Austria, Belgium, Bolivia, Brazil, Bulgaria, Canada, Chile, China, Columbia, Cuba, Czechoslovakia, Denmark, the Dominican Republic, Ecuador, Egypt, Finland, France, Greece, Haiti, Hungary, Iceland, India, Iran, Iraq, Ireland, Italy, Luxembourg, Mexico, the Netherlands, New Zealand, Norway, Panama, Peru, Poland, Portugal, Siam, Sweden, Switzerland, Turkey, the Union of South Africa, the United Kingdom of Great Britain and Northern Ireland, the United States of America, Uruguay, Venezuela, and Yugoslavia.

The delegates and advisers of States Members in attendance numbered 482, including 90 Government delegates, 41 Employers' delegates and 42 Workers' delegates.

In addition to representatives of States Members, seven representatives of the United Nations, three representatives of the United Nations Educational, Scientific and Cultural Organization, one representative each of the International Monetary Fund and the World Health Organization, and one representative of a non-member state (El Salvador) were present, making a total of 495 persons taking part in the Conference.

If account be taken of all those who accompanied the delegations, and of representatives of the press and of the secretariat, the total number of persons associated with the Conference was well over 1,000. This is evidence not only of interest in the International Labour Organization, but of the conviction that international effort and action is of particular importance for the world at this time.

Composition of the Canadian Delegation

The Canadian delegation named to attend the Conference was as follows:—

Government Delegates:

Mr. PAUL-EMILE RENAUD, Chargé d'Affaires *ad interim*, Berne; Substitute Government representative on the Governing Body of the International Labour Office.

Mr. HARRY HEREFORD, Special Assistant to the Deputy Minister of Labour.

Government Advisers:

Mr. V. C. PHELAN, Director of Information, Department of Labour.

Mr. J. A. McCLELLAND, National War Labour Board, Department of Labour.

Mr. A. A. HEAPS, Registrar, Unemployment Insurance Commission.

Mr. W. L. BEST, National Labour Relations Board, Department of Labour.

Provincial Government Representative Accompanying Government Delegates:

Hon. C. C. WILLIAMS, Minister of Labour, Saskatchewan.

Employers' Delegate:

Mr. HARRY TAYLOR, Canadian National Carbon Co. Ltd.

Employers' Advisers:

Mr. H. W. MACDONNELL, Manager, Industrial Relations Department, Canadian Manufacturers' Association.

Mr. G. V. V. NICHOLLS, Manager, Research Department, Canadian Chamber of Commerce.

Mr. ALLAN C. ROSS, Vice-President, The Canadian Construction Association; President, Ross Meagher Ltd.

Workers' Delegate:

Mr. CARL E. BERG, Vice-President, Trades and Labour Congress of Canada.

Workers' Advisers:

Mr. WILLIAM PAGE, General Representative for Western Canada, United Brotherhood of Carpenters and Joiners of America.

Mr. C. H. MILLARD, National Director, United Steelworkers of America.

Mr. ALPHONSE ROBERGE, Third Vice-President, Canadian and Catholic Confederation of Labour.

The Honourable C. C. Williams, Mr. Heaps and Mr. Best were, unfortunately, unable to attend the Conference.

Agenda of the Conference

The agenda of the Conference comprised the following items:—

1. Report of the Director-General.
2. Financial and Budgetary Questions.
3. Minimum Standards of Social Policy in Dependent Territories (Provisions Suitable for a Convention) (Second Discussion).
4. Organization of Labour Inspection in Industrial and Commercial Undertakings (Single Discussion).
5. Employment Service Organization (First Discussion).
6. Reports on the Application of Conventions (Article 22 of the Constitution).
7. Freedom of Association and Industrial Relations.
8. Standing Orders of the Conference.
9. Resolutions Presented for Consideration by the Conference in Accordance with the Standing Orders.

For each of the first seven items a report had been prepared by the International Labour Office, of which copies had been circulated to Governments for advance distribution to delegates.

The texts of the Resolutions presented for consideration by the Conference in accordance with the Standing Orders were distributed to the delegates after the opening of the Conference. The text of the proposals made by the Governing Body of the International Labour Office for the amendment of the Standing Orders was also distributed to the delegates after the Conference was opened.

Opening of the Conference

In opening the Conference, the Chairman of the Governing Body, Sir Guildhaume Myrddin-Evans (United Kingdom), recalled that eight years had passed since the Conference had met in Geneva and seven years since the Organization had moved to Montreal. He was proud to say that, throughout those years, despite immense difficulties, the Organization had remained a live and vital institution, with hope never extinguished and faith kept bright. Last year the Conference had approved a relationship Agreement with the United Nations. This Agreement had come into effect. Since then closer collaboration had developed rapidly, not only with the United Nations and its constituent bodies, but with other specialized

agencies and other international organizations. It was one of the earliest results of those closer relationships that the United Nations Economic and Social Council had referred to the International Labour Organization the question of freedom of association which appeared on the agenda of the Conference. Sir Guildhaume Myrddin-Evans welcomed all these developments and hoped that the Conference at this session would make a distinct contribution to the achievement of freedom.

The Conference unanimously elected as its President Mr. Carl Hambro, second Norwegian delegate.

In his presidential address, Mr. Hambro, referring to the relationship established between the Organization and the specialized agencies provided for under Article 75 of the Charter of the United Nations, said that the I.L.O. was the only one which brought into the new international machinery a living and already venerable experience and an unbroken tradition and continuity. In many ways the new agencies set up in international life would look to the International Labour Organization as an example from which they might hope to get guidance. In striving to avoid duplication and waste of effort, Governments would look to the one organization which had already found itself. In Geneva, the delegates were feeling the spirit of Albert Thomas. Mr. Hambro hoped that they would in that spirit lift the weight from the shoulders of all men.

As Vice-Presidents the Conference elected Mr. Carlos Raul Desmaras (Argentina), on the proposal of the Government Group; Sir John Forbes Watson (United Kingdom), on the proposal of the Employers' Group; and Mr. Robert J. Watt (United States of America), on the proposal of the Workers' Group.

The Director-General of the International Labour Office, Mr. E. J. Phelan, acted as Secretary-General of the Conference.

The Chairmen of the three Groups in the Conference were: Mr. Serra Rojas (Mexico) for the Government Group; Mr. H. C. Oersted (Denmark) for the Employers' Group; and Sir Joseph Hallsworth (United Kingdom) for the Workers' Group.

Appointment of Committees

The debate on the Director's Report took place in plenary meeting during the first weeks of the Conference. Meanwhile the other items were being considered by as many committees, whose reports were subsequently considered by the Conference in plenary session.

In addition to the committees thus established, the Conference appointed a Selection and a Credentials Committee.

The Canadian delegation was represented on the various committees as follows:—

Selection Committee:

Mr. Renaud; substitute: Mr. Hereford.
Mr. Taylor (substitute).
Mr. Berg.

Finance Committee:

Mr. Renaud; substitute: Mr. Phelan.

Standing Orders Committee:

Mr. Renaud; substitute: Mr. Hereford.
Mr. Taylor.
Mr. Roberge (substitute).

Committee on Employment Service Organization:

Mr. Hereford.
Mr. Taylor; substitutes: Mr. Ross, Mr. Nicholls.
Mr. Page (substitute).

Committee on Freedom of Association:

Mr. Phelan; substitute: Mr. Renaud.
Mr. Taylor; substitute: Mr. Macdonnell.
Mr. Berg.

Committee on Labour Inspection:

Mr. McClelland.
Mr. Taylor; substitutes: Mr. Nicholls, Mr. Ross.
Mr. Millard.

Non-Metropolitan Territories Committee:

Mr. Roberge (substitute).

The Canadian Delegation took an active part in the discussions both in plenary session and in meetings of the committees on which it served. In the Standing Orders Committee the Canadian Government member sponsored an amendment which raised considerable attention because it involved an interpretation of the Constitution of the Organization as revised in Paris in 1945.

Debate on the Director-General's Report

The discussion of the Director-General's Report customarily affords delegates an opportunity for a general exchange of views on social progress.

The regularity of the pre-war meetings of the Conference led to the Director's Report being regarded as an annual survey. This

year the Report covered a period of only a little more than seven months, that is the time elapsed since the closing of the twenty-ninth session in October, 1946.

The Report opened with a survey of the political background of events. This survey was confined to noting a few developments of major importance which should be borne in mind in considering the subsequent chapters of the Report. It ended with two conclusions: "First, that consideration of regional problems and needs has acquired a new importance, and secondly, that the effort to perfect and strengthen international institutions must be pursued with increased vigour and boldness. Only if international institutions are imbued with a deep sense of their responsibility and opportunity, only if they are conscious of the full import of all that is happening in our changing world, can they hope to keep pace with its evolution and fulfil their indispensable role."

This introduction was followed by three chapters reviewing respectively the economic background, trends in social policy, and the activities of the International Labour Organization. In Chapter I it was noted that:

"In Canada, unemployment has receded from its postwar peak of 213,000 in February 1946 to 117,000 in August 1946—2·4 per cent. of the working population—and is still falling. About a million and a quarter servicemen and war workers have been absorbed into civilian production. Employment in manufacturing industries is about 60 per cent. higher than in 1939. Gross national product of \$11,000 million in 1946 is double the pre-war figure and is only 3 per cent. less than the peak year, 1945. With the removal of many controls, there have been some moderate rises in prices and wages. Sufficient controls are being maintained to ensure reasonable stability and the maintenance of high levels of employment and income."

In Chapter II, economic trends in Canada were summarized as follows:—

"In Canada a measure of uniformity in the regulation of industrial conditions was secured by the exercise of the wartime powers of the federal authority, but when these powers come to an end, the federal authority will be restricted by the constitutional limitations imposed by the peacetime division of powers between the Dominion and the provinces. If, however, legislation prepared by the federal Government is passed by the federal Parliament and subsequently adopted by the provinces, it will provide a national system of regulation.

"There has been a notable increase in the number of labour-management production committees. They were initiated during the war years to increase wartime production through a closer partnership of management and workers, but they operated

so successfully that it was decided that they could also fill a very useful place during the period of reconversion and afterwards. They are independent of collective bargaining, but fill an important role in day-to-day labour management relations."

Of Chapter 3 it should suffice to note that after a brief indication of the collaboration established between the International Labour Organization and the United Nations, it stated that this collaboration should of necessity require greater financial resources in the future. It pointed out that difficulties and dangers are encountered in the application of the present system of payments by Governments out of credits voted in their annual budgets, and suggested that the time had come to devise another system whereby international organizations should enjoy revenues of their own.

A total of 93 speakers, 45 representing Governments and including six Ministers, 21 representing employers, 25 representing workers, and two representatives of the United Nations, participated in the debate. Among the speakers were three members of the Canadian delegation, Mr. Renaud, Mr. Macdonnell and Mr. Berg.

Speaking for the Canadian Government, Mr. Renaud first recalled the achievements of the Organization since it had transferred its working centre to Montreal in 1940 and urged that this American experience be remembered when the time came to decide upon the future seat or centre of the Organization. Mr. Renaud then reviewed the means and methods of the Organization and noted that it was better equipped than ever but cautioned against undue optimism and dispersion of efforts and resources. In concluding he gave an account of today's economic and social conditions in Canada. The text in full of Mr. Renaud's statement is annexed to this Report.

(Appendix 1).

Speaking on behalf of the employers of Canada, Mr. Macdonnell confined his remarks to the imperative need for increased production. It was not only because of its bearing on the immediate problems of anti-inflation and reconstruction that the I.L.O. should be vitally concerned about increased production. There was a long-term continuing problem of vital importance to the I.L.O., namely, social security, with which the maintenance of maximum production had everything to do. Social insurance measures were, so to speak, a function of national income, a dividend paid out of national profits. If the profits were not earned the dividend could not be paid.

(Appendix 2).

Mr. Berg, the Canadian Workers' Delegate expressed satisfaction that the International Labour Organization had withstood the test of time. Canadian labour was continually seeking to improve its free-

dom and standard of living, and in order to succeed it realized that it had to collaborate with the rest of the world. Canada was ready to do everything in her power to assist international bodies such as the International Labour Organization in their work to alleviate the suffering so many people are enduring. There were many great issues before the Conference, but there were none greater than that of freedom of association and industrial relations. (Appendix 3).

Mr. Oersted, the leader of the Employers' Group, asked how long the staff of the I.L.O. would continue to be cut into two parts, with one part in one hemisphere and the rest in another? Having the staff partly in Montreal and partly in Geneva was not the best way for the Organization to carry out its activities. It was practically impossible for the whole staff to find the necessary accommodation in Montreal. It would take years before it could be housed in New York. Until the Conference had taken a definite decision about where the seat of the Office should be, Geneva was the place where the I.L.O. work should be carried out.

Sir Joseph Hallsworth, the leader of the Workers' Group, expressed the wish that the Industrial Committees of the I.L.O. would be widened and encouraged to extend their work. Consideration could be usefully given to the establishment in the different countries of parallel machinery, namely, of tripartite working parties, representative of employers, the trade unions and the general public, to examine and report on industries with a view to strengthening and establishing them on a basis of greater efficiency. Member States must find a way of guaranteeing to the I.L.O. much greater financial remuneration than it had yet been able to command. They should regard their financial obligations to the I.L.O. as an investment which would reap handsome dividends. There was a great yearning in the world for equal opportunity at the highest cultural, moral and spiritual levels.

The other speakers made suggestions covering such subjects as intellectual workers, agriculture, industrial hygiene, migration, the new constitutional provisions relating to conventions, regional activities, recruitment of staff, industrial committees, the position of communities which are attaining ever a greater measure of self-government, and of course many phases of the economic problem.

Replying to the various speakers, the Director-General said that the record of the speeches delivered would serve to guide and inspire the Office and the Governing Body. He agreed entirely with those who, like Senator Thomas (U.S.A.), urged that the Organization must deal more effectively with the problems of agricultural labour, and he welcomed the relationship between the I.L.O. and the F.A.O. The suggestion that the I.L.O. should set up the equivalent of an

international employment service merited careful examination. If adequate revenue was forthcoming to the Organization under the present system, the Director-General would be the last to suggest that a new one should be experimented. If, however, it should prove that the necessary income was difficult to secure, then some other system should be desirable and it would be wise to explore alternative possibilities.

The Director-General agreed with almost all that had been said in favour of concentrating the staff of the Office at one single centre. But it seemed essential for the future success of the I.L.O. that it should work in the closest possible contact with the Economic and Social Council. It was not yet clear where the main activities of the Economic and Social Council would be concentrated. Meanwhile, the staff of the I.L.O. should be located wherever it could best contribute to the effective attainment of the I.L.O.'s objective. Where that was it was premature to decide at this moment.

A speaker had challenged the statement of the Chairman of the Governing Body in his opening address that as regards the relations of the I.L.O. with the United Nations "there is no question of subordination nor of ascendancy." The Director-General thought it was necessary to say that this seemed to him to be beyond dispute. In the operation of the I.L.O. workers and employers were assured an equal status with that of Governments. To make the I.L.O. subordinate to any purely Governmental organization which would be given the power to fix its agenda and to review its decisions, would be to take away from the workers the rights which they were given in 1919. On the other hand, it was the desire and intention of the I.L.O. to co-operate with the United Nations and to submit freely to that co-ordination of international activities from which it has everything to gain and nothing to lose.

A few weeks ago, the World Federation of Trade Unions had asked its Executive Committee "to study the conditions under which official relations may be established between the W.F.T.U. and the International Labour Organization."

Characterizing this as "a most welcome development," Mr. Phelan described the functions of the two organizations as follows: "The I.L.O. and the W.F.T.U. are organizations which differ in character. The I.L.O. is an organization of States. It makes no claim to be the spokesman of the labour movements of the world. It is for the trade unions themselves to organize the machinery through which they can make such collective representations to governments as they may deem desirable. The I.L.O. is an official international instrument in which they have representation and

through which they can pursue the active realization of many of their aims.

"Thus, each has its own sphere of action; there can be neither rivalry nor conflict between them; but in many respects they have common aims and can strengthen one another. I am confident therefore that the discussions which are to take place will lead to a close and fruitful collaboration between them."

The Director-General was glad to be able to inform the Conference that Austria, the Philippine Republic and El Salvador had indicated their intention to enter the Organization. He was sorry, on the other hand, to announce that Yugoslavia had given the statutory two years' notice of her intention to withdraw from the Organization on the ground that "the constitutional provisions and the structure of the International Labour Organization have become incompatible with the economic and social conditions in the Federal People's Republic and Yugoslavia and do not reflect the general trends of development in those fields in the post-war world."

Financial and Budgetary Questions

The Director-General, in submitting the budget estimates, reported that the financial situation of the Organization was now more satisfactory than it had ever been. A very considerable improvement had taken place in the payment of arrears and the Staff Pensions Fund, the Working Capital Fund (3,375,000 Swiss francs) and also a share of the Renovation Fund of the late League of Nations had been handed over to the I.L.O.

In 1946 the budget amounted to 11,621,510 Swiss francs. Income was 13,341,550 Swiss francs or 115 per cent of the budget, this high rate of collection being due to the large amount of arrears collected by the Liquidation Board of the League. Expenditure was 11,603,991 Swiss francs or 99 per cent of the budget. The year, therefore, ended with a cash balance of 1,737,559 Swiss francs which, under the Financial Regulations fell to be taken in reduction of the contributions of States for the 1948 budget.

In 1947 the budget amounted to 16,052,980 Swiss francs. Since that budget was adopted last year a number of heavy new charges had to be carried on the budget, and the Governing Body had approved a supplementary credit of 400,000 Swiss francs to be found by a draft on the Reserve Fund.

Passing to the 1948 budget estimates, the Director-General said that the Governing Body proposed a net expenditure budget of 18,942,983 Swiss francs, an increase of 15·13 per cent on the budget of 1947.

The largest single increase referred to staff. The 1947 budget provided for salaries 5,512,920 francs; the Governing Body proposed in the 1948 budget to increase the figure to 8,001,459 francs to bring about equivalence with the scales paid by the United Nations. In 1938 the proportion of the budget spent on salaries was 67 per cent; in 1948, in spite of the new scale, the percentage would be only 45 per cent.

Turning to the income budget, the Director-General drew attention to the fact that, thanks to the work of the Allocations Committee and the generous co-operation of the States concerned (the United States had agreed to pay 42 additional units), the total number of units of contribution had risen from 690 in 1947 to 784 for 1948. The consequence was that, although the proposed 1948 budget showed an increase in the net value of each unit of contribution, account being taken of the 1946 cash balance available for reduction of contributions in 1948, this increase amounted to only 3·8 per cent.

The Chairman of the Governing Body said that the Governing Body's proposals had been the subject of prolonged and careful examination, and though at the beginning there had been some divergence of opinion on various items, the report itself and every detail in it were put before the Committee with the unanimous recommendation of the Governing Body.

A general discussion then took place in the Conference Committee. All speakers agreed that the Organization should be given the financial resources necessary for it to carry out its work, every care being taken by means of wise management to ensure that the greatest possible benefit would be derived from the expenditure incurred. The question was, however, raised as to whether it was possible to improve the machinery to enable the performance of existing work to be spread over a longer period of time and whether a closer control could be effected of the acceptance by the Organization of new work.

Some speakers drew attention to the inconvenience and expense to the Organization of having its staff divided between Montreal and Geneva, and urged that a decision should be reached at an early date on the permanent seat of the I.L.O. It was agreed that the seat question was "Where can the I.L.O. best serve the purposes for which it was established?" The Director-General pointed out that the I.L.O. could not work in isolation.

The Committee then adopted the proposed budget estimates, chapter by chapter. The budget as adopted is shown below (Appendix 22).

The sessions of the annual Conference and other Conferences roughly account for 7 per cent of the budget. The Governing Body accounts for a little under 2 per cent. The Office staff, including their representation allowances, special staff charges, Staff Pensions Fund, staff retirement and provident fund, travelling expenses for home leave account for a little over 53 per cent of the total budget. The Committees, including the eight Industrial Committees, which have been recently started, now account for about 9 per cent of the total expenditure. The branch offices and public information account for roughly 7 per cent of the expenditure and the printing charges about 4 per cent.

The Reporter of the Committee drew attention to the fact that the scale of contributions recommended by the Allocations Committee was for the 1947 budget only. The question of the scale of contributions to be adopted for 1949 would be examined later, account being taken of the decisions on scales of contributions to be reached by the General Assembly of the United Nations in September 1947. The Committee then adopted the scale of contributions for 1948 shown in the tabular statement below of contributions from States Members for 1948 (Appendix 23).

The contributions from Member States are based on the number of units which each State Member undertakes to contribute. The greater the total number of units the less has to be paid by each Government for each unit. Before the war the total number of units was 1,129·2, which in 1945 dwindled to 623 units. In 1947 the number of units was raised to 690, and in 1948 the total will be 784. The contribution payable per unit was 16,353·11 gold francs in 1947 and this has risen for 1948 to 17,089·92 gold francs.

The Committee then adopted the following proposed Resolution for submission to the Conference:—

“In virtue of the Financial Regulations the Conference passes for the 30th Financial Period ending 31 December, 1948, the budget of expenditure of the International Labour Organization amounting to Sw. francs 19,042,983 or \$4,449,295 (gold francs 13,469,226) and the budget of income amounting to gold francs 13,469,226 (Sw. frs. 19,042,983 or \$4,449,295) and resolves that the budget of income from States Members shall be allocated among them in accordance with the scale of contributions recommended by the Finance Committee of Government Representatives.”

On July 10, this draft resolution was adopted by the Conference by a record vote of 115 against 0.

Standing Orders of the Conference

The Governing Body of the International Labour Office had referred the following questions to the Conference:—

1. Terms of reference of the Committee on the Application of Conventions.

2. Standing orders governing the disqualification from voting of States which are in arrears in the payment of their contributions to the Organization (Article 13 (4) of the Constitution).

3. Conditions under which substitute members of Conference Committees may participate in voting.

4. Procedure for voting on reports of the Credentials Committee at plenary sessions of the Conference.

5. Possibility of devising a procedure whereby formal note could be taken of the fact that the situation disclosed by reports on an unratified Convention was not less satisfactory than the requirements of the Convention (First Report of the Conference Delegation on Constitutional Questions, paragraph 58 and 125 (XIV)).

6. Proposed Convention concerning immunities.

7. Intervals for the consultation of Governments by questionnaires concerning proposed Conventions and Recommendations.

8. Possibility of the election of members of the Governing Body by the single transferable vote.

These questions were referred by the Conference, for consideration and report, to the Standing Orders Committee.

As regards item 1, the Standing Orders Committee unanimously recommended the Conference to approve a revised text of Article 7 of the Standing Orders of the Conference so as to enable the Committee on the Application of Conventions to scrutinize the information Governments are to submit under the revised Constitution on the difficulties encountered in obtaining ratifications, the state of the national legislation in relation to the subject matter of unratified Conventions, and on the extent to which effect has been given or is proposed to be given to Recommendations.

As regards item 2, it will be recalled that Article 13, paragraph 4, of the Constitution of the International Labour Organization as revised at Paris in 1945 provides as follows:—

“A Member of the Organization which is in arrears in payment of its financial contribution to the Organization shall have no vote in the Conference, in the Governing Body, in any committee or in the elections of members of the Governing Body, if the amount of its arrears equals or exceeds the amount of the contribution due from it for the preceding two full years. The Conference may, nevertheless, permit such a Member to vote

if it is satisfied that the failure to pay is due to conditions beyond the control of the Member."

The coming into force of this provision has made it necessary to adopt Standing Orders governing the disqualification from voting of members which are in arrears in the payment of their contributions to the Organization.

The Standing Orders Committee unanimously recommended the adoption by the Conference of the draft Standing Orders on this subject as submitted to the Conference by the Governing Body, with the exception of one. The Committee was unable to reach agreement in the question whether under the Constitution the voting disqualification provided for in paragraph 4 of Article 13 is applicable in the case of the Governing Body to the Employers and Workers members as well as to the Government members. The Canadian Government delegate, Mr. Renaud, contended that the word "Member" in the Constitution must be understood in its widest meaning. The Constitution made no distinction between Government, Employers' and Workers' Members, there was therefore no reason to make one in the Standing Orders. If the procedure recommended by the Governing Body were adopted the balance of voting power in this body would be destroyed. Mr. Renaud stressed the importance of not neglecting the desire of the Paris and Montreal Conference against any infringement of the Constitution on this principle of balance. He appealed for an unanimous decision based on justice and law.

The view put forward by the Canadian Government delegate was supported by Sir Guildhaume Myrddin-Evans (United Kingdom), Chairman of the Governing Body. This clause 13 (4) was introduced into the Constitution at the Paris Conference in 1945. He himself had attended that Conference and could state his view of its intentions. In the original text of this Article of the Constitution, as it was put forward at the Paris Conference by the Office, the disqualification applied only to voting in the Conference. An amendment was presented, for which he himself and the Canadian Government representative were responsible, which was intended to have the effect of extending this disqualification to other bodies of the I.L.O.—the Governing Body, Committees, and the Electoral Colleges. It was common ground that so far as the Conference was concerned the disqualification applied to all representatives—Government, Employer, and Worker—from the defaulting States. It was also common ground that exactly the same disqualification applied in the case of two of the three bodies which were added as the result of the Amendment to which he had referred. Why should it now be

argued that a different measure of disqualification should be applied to the third of the bodies which had been added, namely, the Governing Body? It might be said that this point was never discussed at Paris, but if there had been any question of applying a different kind of disqualification to the Governing Body than to other organs of the I.L.O. the matter would have been challenged at the Conference. There was not the slightest doubt in his mind that what the Conference intended was to apply the sanction of disqualification completely to all the bodies named in the new Constitution. The Governing Body, the Standing Orders Committee of the Conference, and the Conference itself, had no right to place on the Constitution an interpretation which did not belong to it.

After a discussion in which members of the three groups and the Director-General participated, the Committee decided to refer back to the Governing Body the question raised by the Canadian delegate in the hope of achieving unanimity, and to study several aspects of the matter at issue which were not adequately explored.

With regard to item 3, the Standing Orders Committee decided to recommend the Conference to insert in its Standing Orders a new clause indicating the circumstances in which Government deputy members may vote.

As regards item 4, it will be recalled that in the course of the Montreal Session of the Conference (1946) a difficulty was encountered in connection with the taking of a vote by the Conference on the fifth report of the Credentials Committee concerning the credentials of the Greek Workers' delegate. The Standing Orders Committee recommended that with a view to avoiding the recurrence of any difficulty in regard to the matter at future sessions of the Conference, provisions defining the exact manner in which votes on the reports of the Credentials Committee should be taken should be included in the Standing Orders of the Conference.

Under item 5, on the proposal of the Governing Body, the Standing Orders Committee decided to recommend the adoption by the Conference of an appropriate procedure enabling States Members of the Organization to receive credit internationally for social legislation which approximates to, or is superior to, but differs in detail from the standards embodied in a given labour Convention.

With regard to item 6, the Standing Orders Committee decided to recommend the Conference to suspend for the present taking any further action on the proposed special Convention concerning the privileges and immunities of the International Labour Organization and to approve the proposals of the Governing Body concerning the

special conference which will be called upon to adopt a single Convention applicable to all United Nations organizations. It also recommended the Conference to take note that a Convention on the privileges and immunities of the specialized agencies based on the text before the Committee would be satisfactory to the International Labour Organization subject to a number of reservations.

Under item 7, it was noted that the intervals for the consultation of Governments by questionnaires concerning proposed conventions and Recommendations, as laid down in Articles 31 and 32 of the Conference Standing Orders, were not regarded by Governments as sufficient to study the reports and to reply to the questionnaire, and complaints were frequently made that the final reports were arriving too late for adequate study before delegates left their countries to attend the Conference. The Standing Orders Committee recommended therefore that the Conference approve amended texts of Articles 31 and 32 of the Standing Orders of the Conference, which are designed to allow of longer intervals for the preparation of replies to questionnaires.

The Standing Orders Committee devoted a sitting to the discussion of an Indian proposal that the members of the Governing Body should be elected by the single transferable vote. The Committee did not consider that the proposal had received a measure of support which would justify recommending it to the Conference for approval. It, therefore, made no recommendation in the matter, it being understood that the question could be considered again in the future if circumstances should so require.

In recognition of the reasons which had inspired the Indian proposal, the Committee suggested that the following passage from the First Report of the Conference Delegation on Constitutional Questions set up in 1945 should be drawn to the attention of the Conference on the occasion of future Governing Body elections:—

“In order that the International Labour Organization may continue to operate efficiently it requires a strong Governing Body which continues to enjoy the full confidence of the Members of the Organization. Two important conditions must be fulfilled if this confidence is to be fully maintained under present-day conditions. No important region of the world must be left without appropriate representation on the Governing Body, but on the other hand regional undertakings in regard to the distribution of seats must not operate in such a manner as to deprive of the chance of representation on the Governing Body from time to time States which collaborate effectively with the International Labour Organization and give it consistent financial support but which do not fall conveniently into any regional group Since the expenditure of the Organization is

governed primarily by Governing Body decisions it is only reasonable to regard the fact of being in arrears in the payment of contributions as a disqualification for membership of the Governing Body."

In submitting to the Conference the conclusions of the Standing Orders Committee, the Rapporteur said, in part, with particular reference to the Canadian delegate's proposal:—

"The questions which we had to examine were of a very delicate nature and dealt with the application of the Constitution. In view of that fact the Committee proceeded with great prudence and with scrupulous care. We continued our discussions until we could reach unanimous conclusions. In one particularly delicate case dealing with the interpretation of a very important Article of our Constitution, the Committee realized that it would be impossible to achieve complete unanimity, and it decided not to put forward a text in the name of the majority only, as it might have been considered an incorrect interpretation of the Constitution. This question was therefore referred to the Governing Body for re-examination. Interesting and new suggestions were made in the Committee which should be of use to the Governing Body when they undertake this examination."

The Report of the Committee was unanimously adopted by the Conference.

Employment Service Organization

The Conference had discussed this matter on several previous occasions, in 1919, in 1933 and in 1944. In 1919, the Conference adopted a Convention concerning unemployment, Article 2 of which provides for the establishment of a system of free public employment agencies, under the control of a central authority; for the appointment of advisory committees, including representatives of employers and workers; for the co-ordination of public and private free employment agencies on a national scale; and for the co-ordination of the various national systems by the International Labour Office in agreement with the countries concerned. This Convention has been ratified by 31 countries.

In 1933, the Conference considered the question of free-charging employment agencies and adopted a Convention and a Recommendation on this subject. The Convention provides for the abolition of such agencies conducted with a view to profit, and for the supervision of those not conducted with a view to profit.

In 1944, the Conference considered this matter as a part of employment organization in the transition from war to peace, and it adopted the Employment Service Recommendation, 1944, which contains provisions applicable not only in the transition period but also as a part of long-term policy.

In placing this question on the agenda of the 30th Session of the Conference, the Governing Body had in mind the adoption of a Convention. The Office note, which was the basis of the Governing Body's decision, clearly expressed the view of the Office that "it would seem useful to bring together these decisions of the Conference in the form of a Convention, revising them in the light of present conditions, and to add to them as may be desirable other provisions concerning the employment service and the organization of employment. The Convention would replace Article 2 of the Unemployment Convention, 1919."

The Committee to which the matter was referred decided that its conclusions would have the greatest practical value if they were presented in a form which would enable full account to be taken of the differences in economic and employment conditions obtaining in the various countries. It therefore sought to achieve a clear statement of general principles, with suggested methods for their application. The Committee considered it desirable to incorporate the principles in a Convention and the methods for applying them in a Recommendation.

The Committee then dealt, paragraph by paragraph, with the proposed provisions. In the course of this discussion, the Employers' members proposed the substitution of the phrase: "high levels of employment" for the expression "full employment", fearing that the emphasis on full employment might lead to undesirable initiatives on the part of the employment service to achieve full employment at any price. The amendment was rejected by 22 votes to 52.

Paragraph 3 of the Office text provided that regional employment offices, where established, should be directly responsible to the control headquarters of the service. It appeared that this paragraph would create difficulties for several federal countries and might make their ratification of the Convention impossible. On the proposal of the United States Government member the paragraph was deleted.

On the proposal of the Employers' members, clauses (b) and (c) of paragraph 7 of the Office text were reworded in order to avoid any possible implication that occupational and geographical transfers might be carried out without consideration of the human factors involved.

A discussion developed on the voluntary or compulsory character of the use of employment service facilities. The Office text stressed the encouragement of full use of employment service facilities on a voluntary basis; this did not preclude the imposition of a requirement to use these facilities in exceptional circumstances. The Cuban Government member proposed the deletion of the words "on a voluntary basis". This amendment was rejected by 10 votes to 59.

The United Kingdom Government member proposed to omit the last part of paragraph 9 of the Office text, deleting the words following the phrase "by bilateral agreements." While no objection of principle was raised to this part of the paragraph, he considered that international co-operation in this field should be based on agreements between States rather than between employment services. The amendment was adopted unanimously.

Paragraph 1 of the Office draft Recommendation was as follows:—

"The employment service to be composed of three main inter-related operating units—the central headquarters, regional employment officers, and local employment offices."

The New Zealand Government member proposed, in order to take due account of the position in countries in which it was unnecessary or impracticable to establish regional offices at the present time, to delete the words "three main inter-related operating units" and to modify the end of the paragraph to read "the central headquarters, local offices and, where necessary, regional offices of the employment service." The amendment was adopted unanimously.

The Employers' members proposed deleting from paragraph 7(1) of the draft Recommendation the last phrase "on grounds unrelated to working capacity or by other commonly accepted factors tending to make the employment unsuitable in the view of the competent authority", and substituting for it the phrase "on grounds of race, religion or sex, or by other commonly accepted factors tending to make the employment unsuitable." It was explained that the amendment was designed to specify more clearly the factors unrelated to working capacity. On the suggestion of the United Kingdom Government member, the Employers' members agreed to add to their amendment the words "in the view of the competent national authority". With this modification the amendment was adopted by 50 votes to 16.

The Employers' members proposed to make it clear in paragraph 8 of the Draft Recommendation that financial assistance should be granted only in respect of transfers carried out when absolutely necessary as a means of alleviating unemployment. The Australian Government member and the Workers' members opposed the amendment on the grounds that the employment service should not be regarded solely as an organization for alleviating unemployment but as an agent in the development of national employment and economic policy. The amendment was rejected by 20 votes to 49.

The Committee then adopted the following draft Resolution:—

The Conference,

Having approved the report of the Committee appointed to examine item V on its agenda,

Having in particular approved as general conclusions, with a view to the consultation of Governments, proposals for a Convention and a Recommendation relating to employment service organization,

Having also considered proposals for the revision of the Fee-Charging Employment Agencies Convention, 1933 (No. 34),

Decides to place on the agenda of its next general session;

(1) the question of employment service organization with a view to final decision on the Convention and Recommendation on the subject, and

(2) the question of the revision of the Fee-Charging Employment Agencies Convention, 1933 (No. 34).

This Resolution was adopted by the Conference on July 8, by 121 votes against 0, and 1 abstention.

Freedom of Association and Industrial Relations

The placing of "Freedom of Association and Industrial Relations" on the agenda as the Seventh Item for the Thirtieth Session arose in an unusual fashion.

Recently the Economic and Social Council of the United Nations gave consideration to two memoranda submitted to it, the one from the World Federation of Trade Unions, the other from the American Federation of Labour. Both documents dealt with the need of positive action by appropriate international authorities to again assert the right of workers to form and join occupational associations of their own free choice, as well as the right of employees' organizations to bargain collectively on behalf of their members.

The American Federation of Labour memorandum suggested that the International Labour Organization might be asked by the Economic and Social Council to take action, but the World Federation of Trade Unions, on the other hand, appeared to indicate direct action by the Economic and Social Council itself as the appropriate answer to the need stated to exist.

After consideration of procedure, the Council had decided by majority vote to refer the memoranda to the International Labour Organization for consideration at its Thirtieth Session in so far as the subject matter might come within the purview of that Organization. At the same time the Council asked the I.L.O. for a report on the matter, to be available for consideration by the next meeting of the Council.

As the Council felt that the matters involved in the submissions of the trade union organizations went beyond mere trade union rights, it decided also to refer the documents to the United Nations Commission on Human Rights for consideration of any phases of the case which might be dealt with in a general declaration on human rights.

As transmission of the decisions of the Economic and Social Council of United Nations to the International Labour Organization occurred only on April 18, 1947, telegraphic communication with the members of the Governing Body was necessary to establish authority for inclusion of this item on the 1947 agenda. Upon receipt of the necessary authority the Office, in a very brief period, prepared an excellent report on the world background of the whole problem of the right of workers and employers to organize and also drafted comprehensive and detailed texts for consideration by the Conference.

Shortly after the assembling of the Thirtieth Session, the Conference adopted a recommendation of the Selection Committee to refer the Seventh Item to a special committee for consideration and report. It was the general opinion that Freedom of Association was perhaps the most important of this year's agenda items, for not only does the right of workers and employers to freely organize, and to be represented in industrial matters by unfettered associations, underlie the very principles of the International Labour Organization, but this was the first occasion upon which the United Nations had referred a question to the I.L.O. as provided for in the agreement entered into by the two organizations less than one year previously.

In view of the consequence of the matter to be studied, and bearing in mind the universal interest in the right of association, the Conference decided to set up an unusually large committee, to be composed of 44 Government members, 22 Workers' and 22 Employers' members—a total membership of 88.

Mr. Taylor, the Canadian Employers' member on the Committee was selected as chairman of the Employers' Group on the Committee, so that he acted as chief spokesman for the Employers' Group during the proceedings.

The first half dozen sittings of the Committee were given over to general discussion—not inconsiderable part of which revolved around the question of the procedure to be recommended to the Conference in regard to action to be taken there and then, and action to be initiated then, but consummated at the next or subsequent International Labour Conference.

To clearly understand the Committee's proceedings, it will be helpful to describe briefly the texts prepared by the Office and submitted to the Conference.

The first text was a "Proposed Resolution concerning Freedom of Association and Industrial Relations." This consisted of a Preamble, reciting previous action of the International Labour Office in the same field since its inception in 1919. Then there followed five parts, dealing in detail with:—

Part I—Freedom of Association;

Part II—Protection of the Right to Organize and Bargain Collectively;

Part III—Collective Agreements;

Part IV—Voluntary Conciliation and Arbitration;

Part V—Co-operation between the Public Authorities and Employers' and Workers' Organizations.

The second text consisted of a list of 30 points, covering the same ground as the draft Resolution. The intention here was that agreement on a list of points in 1947 would provide a base necessary under I.L.O. double discussion procedure, should the Conference of 1948 wish to adopt a Convention or Conventions concerning the entire ground, or any area of it.

Each section of the Draft Resolution not only recited the general principle involved, but spelled out most of the significant implications.

The general discussion participated in by a long list of speakers from each of the three groups, helped very definitely to clarify the views of the Committee, and to reduce to a working basis the task ahead. It developed that there was unanimity on the more essential points, while differences on other points would not suggest that divergent views could not be harmonized.

There was no evident dissent from the view that freedom of association amongst workers and amongst employers as well, is an essential of progress toward industrial peace, and along the road of social progress also. It was emphasized several times over that the International Labour Organization regarded this freedom as the cornerstone of its structure, and that this fact had been proclaimed by successive I.L.O. declarations ever since the formation of the organization in 1919.

There was a general feeling that full reference of the matter in its present form to the I.L.O. by the Economic and Social Council was at the same time an opportunity and a challenge—it gave the I.L.O. a chance to prove itself, while failure to act would be virtual abdication of its functions by the Organization. The question before the Committee therefore was not whether the present Conference should take action, but rather how far that action should extend at

the moment, given the brevity of the notice with which this topic had been added to the agenda in concrete form. In any case, reference of the matter to the I.L.O. by the Economic and Social Council was strongly endorsed.

The workers, arguing that even though notice was short the subject matter was old familiar ground, urged the Committee to go a considerable length by way of resolution at the present Conference, while at the same time preparing the way for the second discussion on a Convention or Conventions to follow next year.

The employers, having early suggested preparation of a report for the Economic Council but without the Conference adopting a detailed resolution, later waived their objection to a resolution: they agreed to proceed as far as they thought could be done at the present Conference, although holding certain reservations in regard to some phases of the case—notably in the case of the “closed shop” or its variants.

Members of the Government group, strongly supporting freedom of association and further action by the I.L.O., felt that a resolution covering, perhaps, the first two Parts of the draft submitted by the Office, might be attempted this year while laying the groundwork for future consideration in 1948, and later. The Canadian Government member, speaking in the general discussion, supported this view.

Detailed consideration of the Office text in its Parts I and II followed the general discussion.

On procedure, as developed from time to time, there was general approval of this plan:—

(a) that the Committee should recommend to the Conference that it adopt a resolution covering the substance of Parts I (Freedom of Association) and Part II (Right to Organize and Bargain Collectively) of the Office text;

(b) that a list of points be prepared correlative to these two Parts, which would then be in line for discussion for Convention purposes in 1948;

(c) that other Parts of the draft Resolution should be placed on the agenda for first discussion in 1948, looking to the development of International Labour Conventions in later years;

(d) that a report be sent to the Economic Council, indicating the action taken by the International Labour Organization in 1947, and that planned for subsequent Conferences.

When finally the Committee reported to the Plenary Session, it did so in the sense just indicated. The Resolution based upon

Parts I and II of the Office text, though it made material changes in wording from the original, was the same in essentials as the Draft.

The main points developed during the discussions in detail, may be set forth briefly as follows:—

(a) Although all agreed upon the essential principle of freedom of association and more specifically, the rights of trade unions, there were many sharp differences as to the detailed significance of that principle, on its practical application, and on the wording to be used to express the views of the International Labour Organization. These differences invariably were between workers and employers with Government members taking somewhat of a middle course.

(b) It was pointed out by more than one Government member (including Canada's) that "freedom of association" was to be understood as being subject always to ordinary domestic laws in relation to public order. Government members, while admitting the desirability of not including this point at all appropriate locations in the text, insisted that this was the understood background—a view accepted by the Committee.

(c) As in the general discussion, it was again stated before the Committee that in some countries today, legislative and administrative action hampers and interferes with the free right to organize. (The memorandum from the World Federation of Trade Unions speaks in the same vein.) No country or countries were specified however.

(d) The question of whether the "closed shop" agreement between employers and employees (or any modified form of union security) is in violation of the principle of freedom of association, arose more than once in the discussions. Employers took the position emphatically that the "closed shop" is a species of coercion, and hence denies the right of a free choice to the individual. The workers strongly opposed this view, submitting that union security is a necessity to promote stability in industrial relations, and as well to protect the workers' organization from dissident minorities. In the outcome the majority of the Government members supported the view that some degree of union membership security, when arrived at by free collective bargaining between representatives of workers and employers, is not in violation of the spirit of freedom of association, and this view finally prevailed.

(e) One further point pressed by the workers related to the setting up of some form of international machinery to supervise the establishment and maintenance of freedom of association in the various countries. In this connection a compromise pro-

posal, advanced by the British Government member, was finally adopted. Specifically the British proposal was for a Resolution to be adopted by the Conference, requesting the Governing Body to study in all its aspects the question of international machinery to supervise freedom of association, any such machinery to be under the International Labour Organization. Adopted by the Committee, the appropriate Resolution was embodied in the Report made later to the Plenary Session.

The Canadian Government member took an active part in all the proceedings, and gave full support in Committee to all main features of the Report as already outlined. An amendment presented by the Canadian Government member during the earlier part of the proceedings would have stated Part II of the main Resolution (on Collective Bargaining) as a simple, general principle without detail. Although this proposal gained some support, it was withdrawn upon it becoming evident that the majority of the Committee preferred the general pattern in the Office text, with amendments.

The Report of the Committee was presented to the Plenary Session on the final day of the Conference, July 11. The several speakers who took the rostrum to discuss the Report expressed general approval, even if some who participated from Employers and Workers felt the Report went too far or did not go far enough, as the case might be. It was agreed, however, that considering the time at the disposal of the Committee, and the divergence of opinion on important detail, the Report represented a reasonable synthesis of opinion, a noteworthy advance toward the clarification and spread of the fundamental principle of the International Labour Organization as the light-bearer in the field of labour relations in their international aspects.

The full text of the statements made on this matter in plenary session of the Conference by Mr. Phelan and Mr. Taylor will be found below. (Appendices 4 and 5).

Labour Inspection

The question of the organization of labour inspection in industrial and commercial undertakings was placed on the agenda of the 30th Session of the Conference, for single discussion, by a decision taken by the Governing Body at its 98th Session (May 1946).

The effect of this decision was that the Conference undertook consideration of a question concerning which the Organization had, before the war, made considerable progress towards the adoption of new international regulations. The Governing Body at its 86th Session (February 1939) placed the question of labour inspection, for single discussion, on the agenda of the Conference which was to

have been held in 1940, and at the same time decided that the question should receive prior consideration by a Preparatory Technical Conference. That Conference met in Geneva in May-June 1939 and approved a list of points to be taken as a basis for framing a questionnaire for submission to the Governments in preparation for the International Labour Conference in 1940.

In accordance with the Standing Orders of the Conference the Office prepared and circulated to the Governments a report which contained: (1) a comparative analysis of national laws and regulations concerning the organization of labour inspection, (2) the report adopted by the 1939 Preparatory Technical Conference, and (3) a questionnaire drawn up in the light of the conclusions reached by that Conference.

In consequence of the decision to place the question on the agenda of the 30th Session of the Conference, the Office re-examined the situation of the law and practice in the various countries and came to the conclusion that the basis for international regulation of the question of labour inspection had not changed sufficiently to require extensive modification of the questionnaire prepared in 1939.

The Office considered that the original questionnaire submitted to the Governments in 1939 could be reissued in 1946 with only two changes.

On the basis of the replies to the questionnaire the Office proposed three texts for consideration by the Conference. The first was the text of a general Convention which contained international regulations for the organization of labour inspection. The second text was a general Recommendation designed to supplement and complete the 1923 Recommendation and the Convention now proposed. The third text was also a Recommendation having reference to inspection in mining and transport undertakings.

The Conference Committee to which these texts were referred considered more than 100 amendments, some of which required several meetings before decisions could be reached.

Considerable disagreement arose, at the very outset, on proposals to delete paragraph 2 of Article 2 of the draft Convention, or to substitute a substantially different text. These proposals were moved from fear that an unconditional permission to exempt mining and transport undertakings from this Convention would be taken to imply that the establishment of properly organized inspection services for mining and transport is not considered essential. The proposal to delete paragraph 2 was rejected by 34 votes to 47. A proposal to adopt a new text to the effect that national laws or regulations may provide for special systems of inspection in mining and transport undertakings was rejected in a record vote by 42 to 49.

The Committee had also a lengthy discussion of Article 3, which included an illustrative list of subjects on which legal provisions might be enforceable by labour inspectors. It became evident that many of the countries represented were endeavouring to fit the article into the conditions about which they were most familiar. The Employers' members proposed that the list be deleted, on the grounds that it would not in any case involve precise obligations for ratifying Governments and would probably give rise to misunderstandings. These amendments were rejected, with the exception of one proposed by the United States Government member. The Committee adopted by 38 votes to 35 an addition submitted by the Indian Government member to the effect that the function of the system of labour inspection should also be to bring to the notice of the competent authorities defects or abuses not specifically covered by existing legislation.

Article 6 points out the type of officials who shall be comprised in the inspection staff. Some of the representatives were anxious to add something to the text that would have, in the majority opinion, destroyed the efficiency of the inspection staff.

The Indian Workers' member proposed the addition of a new clause to the proposed Article 8 to lay down that an adequate number of women inspectors must be appointed, taking into consideration the number of women workers employed in the industrial establishments subject to inspection. After it had been suggested that the point was substantially covered by other provisions in the Convention, the Committee rejected the proposal by 6 votes to 29.

Article 9 gave rise to four amendments, three of which dealt with the question of the list of technical experts and specialists submitted in the Office text, and some of which called for the deletion of the reference. The Canadian Government member, along with others, opposed the deletion and the proposal was withdrawn.

A number of amendments to Article 11 sought to increase offices and transport facilities for inspectors but the proposals were either withdrawn or defeated.

The deletion of paragraph 2 of Article 12 was proposed by the Argentine Government and Workers' members who considered that inspectors should be left entirely free to decide whether to notify employers of their presence on the occasion of an inspection visit. The Canadian Workers' member considered that the paragraph should be retained, because it covered a necessary procedure which should be followed in making visits of inspection. The Committee rejected the proposal by 25 votes to 42. Another amendment to paragraph 2, moved by the Canadian Employers' member, proposed to add a provision to the effect that inspectors should give notice of their visit

upon arrival. The Committee rejected this amendment by 32 votes to 34.

The United Kingdom member proposed a revised text for paragraph 1 of Article 13, the purpose of which was to make it clear that inspectors should be empowered to initiate action with a view to the remedying of defects and not themselves to remedy the defects. This revised text was adopted by 51 votes to 26.

Article 16, as proposed by the Office, provided that inspection visits were to be made at least once a year in dangerous and unhealthy workplaces and as often as necessary to ensure enforcement of the law in other workplaces. The United Kingdom Government member proposed to replace these provisions by a text laying down the general principle that all establishments and workplaces are to be inspected as often and as thoroughly as is necessary to ensure the effective enforcement of the relevant legal provisions. Other members of the Committee, including the Canadian Workers' member, while approving the general lines on which the amended proposal was drawn up, wished to add words to indicate that visits should, as a general rule, be made once a year. The Committee rejected this latter proposal by 32 votes to 36, and adopted the text of Article 16 proposed by the United Kingdom Government member by 50 votes to 17.

An amendment to Article 17 was moved to substitute for the Office text one providing that persons who violate or neglect to observe legal provisions enforceable by labour inspectors should be liable to prompt legal proceedings. This amendment was adopted by 42 votes to 2.

As regards Article 19, there was some discussion as to whether the maximum time interval to be prescribed for the submission of inspectors' reports should be one year or less. The French Workers' member considered that the reports should be required to be submitted at least every three months, and the Canadian Workers' member proposed, as a compromise, to call for reports at least twice a year. The Committee took a vote on the latter proposal, which it rejected by 14 votes to 35.

The deletion of Article 21 was proposed by the South African member, who considered it desirable to avoid the inclusion in the Convention of detailed requirements as to statistics which might give rise to difficulties in some countries. A number of members, including the Canadian, United Kingdom, United States and Swiss Government members, supported the proposal, and argued that the contents of the annual reports were sufficiently covered in paragraph 8 of the proposed general Recommendation. Several Workers' members, on

the other hand, argued that it was necessary to include in the Convention provisions concerning the basic subjects which should be dealt with in the reports. The proposal to delete the Article was rejected by 13 votes to 50.

The Committee considered a new text for paragraph 1 of the proposed Recommendation concerning labour inspection, submitted by the United Kingdom Government member, to the effect that arrangements should be made under which plans for new establishments, plants and processes of production may be submitted to the labour inspectorate for an opinion whether such plans would render difficult or impossible compliance with the laws concerning industrial health and safety. To this principle was attached a proviso that the inspectorate should not be obliged to express an opinion, and that in any case employers and others would not be relieved of their legal obligations. The Canadian, Australian, Belgian and Netherlands Government members expressed opposition to the proviso. The Committee decided, by 67 votes to 2, to delete the proviso, and, by 71 votes to 0, to adopt the first part of the proposal.

In plenary meeting held on July 11, the Conference adopted the Convention and the two Recommendations proposed by the Committee by a record vote of 135 votes to 0.

Social Policy in Non-Metropolitan Territories

Under this heading the Conference was called upon to discuss five draft Conventions prepared by the Office on the basis of a first discussion by the 29th Session of the Conference, as follows:—

- A Convention concerning social policy;
- A Convention concerning the right of association and the settlement of labour disputes;
- A Convention concerning labour inspectorates;
- A Convention concerning the application of international labour standards; and
- A Convention concerning the maximum length of contracts of employment of indigenous workers.

It is a well known fact that social conditions of the people of the various non-independent territories have been extremely backward, compared with those of self-governing countries. These Conventions were intended to narrow the gap in social conditions which may exist between the two sets of territories.

After a close discussion, provision by provision, the five draft Conventions were adopted by the Committee to which they were referred.

During the discussion of the reports of the Committee in plenary meeting of the Conference, Mr. Gavin (United Kingdom) outlined the general attitude of employers towards the proposed Conventions. The Employers of those countries with responsibilities in respect of non-metropolitan territories were no less imbued with the desire to see social advancement among the peoples of these territories than any other group in the Conference. They welcomed, and would actively support, any practical measures which it was possible to take on a national or international basis, through the International Labour Organization or otherwise, to secure the application to non-metropolitan territories of minimum standards in the field of social policy. So far as the matters now before the Conference were concerned, the Employers had subjected them to examination from these standpoints: Firstly, were they within the competence of the International Labour Organization? Secondly, were they fair and reasonable and capable, if adopted, of being generally applied, now or within a reasonable period, over widely different areas in the world, where conditions vary from the primitive tribal organization of Central Africa to something approaching Western civilization? Thirdly, were they, as proposals for Conventions, in such a form, that, upon ratification, they would mean the same thing, as international legal obligations, for and to every country? Employers had come to the conclusion that the first of the proposed Conventions did not satisfy these three basic requirements. In these circumstances, Mr. Gavin had been asked to say that, in general, Employers were unable to vote for the proposed Convention governing social policy in non-metropolitan territories, and would with a single exception, abstain. As regards the proposed Convention concerning labour inspectorates, Employers would support it, but they would vote against the proposed Convention concerning the application of international labour standards to non-metropolitan territories. As to the proposed Convention concerning the maximum length of contracts of employment of indigenous workers, they would move an amendment.

On July 11, the five proposed Conventions were adopted by the Conference by a two-thirds majority, as follows:—

The Convention concerning policy, by 103 votes against 1, with 25 absentions;

The Convention concerning the right of association and the settlement of labour disputes, by 121 votes against 0, with 3 abstentions;

The Convention concerning labour inspectorates, by 120 votes against 0, with 3 abstentions;

The Convention concerning the application of labour standards, by 95 votes against 20, with 12 abstentions;

The Convention concerning the maximum length of contracts of employment of indigenous workers, by 99 against 0, with 24 abstentions.

Application of Conventions

In fixing the agenda of the 30th Session of the Conference, the Governing Body decided to treat Article 22 reports as a separate question on the agenda. The Committee welcomed this decision of the Governing Body with much satisfaction, as it ensured the presence at the Conference of qualified experts to deal with the intricate legal and administrative questions which arise in connection with the ratification and application of international labour conventions.

The Committee had submitted to it the following documents to serve as the basis of its deliberations:—

1. Summary of Annual Reports made under Article 22 of the Constitution;
2. Report of the Committee of Experts on the Application of Conventions;
3. Annual reports from certain Governments which were received too late for examination by the Committee of Experts;
4. Information supplied by certain Governments, supplementary to that contained in their annual reports, in response to a request by the Committee of Experts;
5. Tables showing the position of ratification and votes cast by Government delegates.

The Conference, when it met for its 30th Session, had adopted a total of 80 Conventions. As, however, 9 of the Conventions were adopted by the Maritime Session of the Conference at Seattle in June 1947 and 4 at the 29th Session of the Conference at Montreal in September-October 1946, those latter Conventions may be left out of account in view of their recent adoption. Out of the remaining 67 Conventions adopted during the period 1919-1939, 53 having received the necessary ratification were in force.

The total number of reports on the application of these Conventions which had been received from Governments was 578, out of 731 due. Nine reports, covering Conventions 1, 7, 8, 14, 15, 16, 22, 26 and 27 had been received from the Canadian Government, and none was still outstanding. No reports were at hand from the Governments of Afghanistan, Colombia, Liberia, Luxembourg, Peru, Uruguay and Yugoslavia. To these countries may be added those

States which had not a single ratification to their credit: the U.S.S.R., Bolivia, Costa Rica, Ecuador, Ethiopia, Guatemala, Haiti, Honduras, Iceland, Iran, Panama, Paraguay, Salvador and Siam.

The Committee considered that the fundamental problem as regards Conventions was not only their ratification and the adoption of implementing legislation, but above all their effective application by means of an adequate system of labour inspection. To this effect the Committee stressed the importance of resuming immediately the practice of holding regional meetings of labour inspectorates which, before the war, yielded valuable results at The Hague and at Vienna.

It was the unanimous opinion of the members of the Committee that this Committee is a nerve-centre towards which all the activities of the Organization converge and that therefore it is one of the most essential organs of the Conference.

There was full agreement that the present mechanism of supervision does not as yet possess all the effectiveness required. This system is based solely on written documents which do not always bring out the facts in their full reality. The Committee was unanimous in its desire to see a more realistic procedure adopted.

In the existing system of supervision the Committee of Experts on the Application of Conventions plays a fundamental part. The preliminary work carried out by the Experts is indispensable to the Conference if it is to accomplish in a satisfactory manner its own task in this respect. The Conference Committee was in agreement that the conditions under which the Committee of Experts works were not satisfactory and that they should be improved without delay.

The Committee also decided to recommend that the Conference should ask the Governing Body to consider the reinforcement of the services of the Office which are responsible for dealing with questions connected with the ratification and application of Conventions. Such reinforcement had become all the more necessary since the services will henceforth be entrusted not only with the examination of the application of ratified Conventions but also with the study of national legislation in relation to unratified Conventions as well as of the action taken on Recommendations.

The Committee was of the opinion that Article 23 of the amended Constitution which provides for communication, to the representative organizations, of the information and reports submitted to the International Labour Office by the Governments, puts at the disposal of the employers and workers an effective weapon for exercising supervision at the very outset of the procedure. It

expressed the hope that the organizations of employers and workers will take the fullest possible advantage of the new provision.

The French Government member moved that the International Labour Office should have at its disposal in its various States or groups of States representatives who could keep permanent touch with the national Labour inspectorates and could keep the relevant Section of the International Labour Office periodically informed of their observations on the application of Conventions. This proposal was rejected by the Committee by 8 votes to 29, with 4 abstentions.

The Report of the Committee on the Application of Conventions was unanimously adopted by the Conference at a plenary meeting held on July 10.

Resolutions

Four resolutions were submitted in accordance with Article 17 of the Standing Orders of the Conference, namely:—

A Resolution concerning welfare facilities for workers, submitted by the Belgian Government delegation;

A Resolution concerning maintenance of rights of migrant workers under social insurance schemes, submitted by the Polish Government delegation;

A Resolution concerning women's work, submitted by the United States Government delegation;

A Resolution concerning European and world reconstruction, submitted by Mr. Jouhaux, Workers' delegate, France.

These four resolutions, on favourable report of the Resolutions Committee, were unanimously adopted by the Conference.

Re-Admission of Austria as Member State

The Conference had before it an application from Austria for re-admission to the Organization. The application was first considered by the Selection Committee, which, on report of a Committee of Three, including Mr. Berg, Canadian Workers' delegate, adopted the following resolution:—

The General Conference of the International Labour Organization,

Having been seized of an application from the Government of Austria for the re-admission of Austria to the International Labour Organization; and

Recalling that it has been the firm conviction of the Organization that its ends could be more effectively advanced if the membership of the Organization could be made universal,

Decides to re-admit Austria to the International Labour Organization with the same rights and obligations as the other Members of the Organization.

The Conference takes note that Austria recognizes the principle that the obligations resulting from Conventions ratified by her prior to 13 March, 1938, continue to be binding and that the Austrian Federal Government will eliminate as soon as possible changes in its laws and regulations bearing upon the application of these Conventions which were made by the German authorities during the occupation of Austria.

The Conference authorizes the Governing Body to make the necessary arrangements with the Government of Austria in regard to its financial contribution.

The re-admission of Austria will take effect as soon as the Government of Austria has communicated to the Director-General of the International Labour Office its formal acceptance of the provisions of the Constitution of the International Labour Organization, of the Constitution of the International Labour Organization Instrument of Amendment, 1946, and of the present Resolution.

This resolution was unanimously adopted by the Conference on June 24. The same day the Austrian Government signified the formal acceptance stipulated in the Resolution, and on June 27, the President announced to the Conference that the re-admission of Austria to the Organization had taken effect in accordance with the terms of the Resolution.

Closing of the Conference

When the work of the Conference was completed, the Chairman of the Government Group as well as the Employers' and Workers' Vice-Presidents of the Conference came in turn to the rostrum and said with a common voice that the achievements of this session would rank among the best accomplished by any session of the International Labour Conference, that they were returning to their countries strengthened by the contact they had had with each other, as members of the three groups, that they had one common faith, the dignity of the human individual, and were pilgrims to one common shrine. The Conference had not only adopted Conventions; it had discussed fundamental principles that would influence the lives of the nations. There had been free speech, but over and above it there had been an ardent feeling of fellowship and joint responsibility.

The Conference was declared closed by the President at 6.15 p.m. on July 11.

We have the honour to be, Sir,

Your obedient servants,

P. E. RENAUD.

HARRY HEREFORD.

Appendix 1—Statement on the Director-General's Report by Mr. P. E. Renaud, Senior Government Delegate

Other speakers have referred to the Director-General's Report and the qualities for which it deserves not only reading but meditation. I shall not repeat their praise. Let me simply stress the self-restraint of the Director-General and his skill in writing selectively and concisely despite the wide field he has covered. One of his predecessors replied to the criticism of being prolix by saying that not everyone could have put the eternal verities into a single verse. This reply was witty, but conciseness, next to wealth of substance, still remains the supreme quality in a Report which has to give a panoramic view of events in a short space.

May I now refer to the "local colour" of this Report—I mean the place in which we are meeting today. Even a temporary return to this part of the world marks a new phase in the history of the institution. It means that, returning with all its sails set to its pre-war harbour, the Organization is now once more fully equipped.

Having taken across to Canada the faith of the old conquistadors and the treasure of the Organization, the Director-General, leaning over the bows of his galleon, has seen in the American sky new stars arise; the Declaration of Philadelphia, the Charter of the United Nations, the International Labour Code, the Resolutions of the Mexico Conference, the Conventions of Seattle, the Montreal Constitution and the New York Agreement with the United Nations. We must hope that those who preside over the destinies of the Organization will remember, when the time comes for great decisions, this marvellous American experience.

The Organization has done more than become fully equipped again. It has forged new weapons. The use of this building for its Sessions is one proof of this; another more important proof is to be found in the Industrial Committees. These committees fill a gap which previously existed between the General Conference and the working classes in the different industries. Everybody now agrees that they have a fine future, but we must not indulge in undue optimism and must not allow the efforts and resources of the Organization to be too much dispersed. We must not attempt to do too much all at once.

The Regional Conferences are another method of work to which the Organization is having increasing recourse. These Conferences in their turn fill a gap between the General Conference and the working classes seen as regional populations. They have given fine results on the American Continent, and there is no reason to doubt that the Asian Conference and that of the Middle East, for which preparations are now being made, will be equally fruitful.

One of the matters which is not yet fully settled but to which the Director-General is giving his attention is the Office staff. A committee established with the support of Canada has just submitted recommendations for improving the conditions of the staff. Canada attaches importance to these recommendations and is also interested in the appointments already announced of new high officials. The Organization owes a great part of its striking success to its officials.

A last weapon which will permit the Organization to resume its due place in the world of ideas is the whole body of its publications. These publications have just been thoroughly examined by the Governing Body. The Canadian Government representative was particularly glad to hear the Director-General pay a tribute during this debate to the Canadian official whose energy has enabled the whole range of publications to be reconstituted and the work of the Organization thus to be made known throughout the world.

Whatever the value of the Organization's own equipment there is no contribution greater than that which can be made through the economic prosperity of each country and the adoption in each of measures of social progress. Never, perhaps, have economic and social conditions been better in Canada than they are today. Not only are national production and national income as high as ever, they have remained at the highest point they have ever reached. Personal income has also increased, thanks to the increase in State subsidies to individuals, either in the form of family allowances or in the form of bonuses to ex-soldiers and sailors. Hitherto, we have not had to have recourse to large-scale public works to provide employment for all. This happy situation is likely to last for some time yet, for private establishments are proposing this year to increase their capital expenditure by 70 per cent as compared with 1946, and the execution of their plans on such an enormous scale indicates the confidence which the business world has in the future of our country.

Employment has reached such a level that the Minister of Labour recently said that hardly anyone was unemployed in Canada except the unemployable and persons in process of changing jobs. Therefore there is nothing astonishing in the fact that the Employment Service, which found jobs for about 255,000 persons a year before the war, now deals with something like 2,000,000.

As it considers that the country needs to increase its manpower, the Government, whose principle it is to relate the number of immigrants to the absorption power of the country, has decided to remove certain restrictions limiting the entry of new settlers. Thousands of European refugees and persons displaced by the war will be able to take advantage of this action. At the same time the Government is carrying out a comprehensive program of rehabilitation for ex-members of the Forces and a ten-year vocational training program which, with the support of the provinces, it launched two years ago. A considerable increase in skilled labour is expected from the execution of this scheme.

In the legislative field, our Central Government has decided to revise its Labour Code. It has just submitted to Parliament a comprehensive Bill on this subject. This Bill declares certain practices limiting trade unionism to be illegal and defines the procedure to be followed for the recognition of unions as bargaining agents, and agents for the application not only of collective agreements but also of certain legal provisions. The Bill prohibits strikes and lockouts which are undertaken before any conciliation procedure has been initiated, and during the currency of a collective agreement. It provides also for the maintenance of the Labour Relations Board, which deals with demands concerning the right of trade unions to represent employees in collective bargaining, and also the maintenance of committees of enquiry to examine industrial disputes.

Finally, the Government has submitted to Parliament a resolution for the ratification of the revised Constitution of the International Labour Organization.

By these measures, following many others, the Canadian Government has given concrete proof of its intention, as proclaimed by Prime Minister Mackenzie King when President Truman recently visited Ottawa, to collaborate actively with all those who are trying to build a better world, based on friendship and mutual aid, in which human beings will be able to live in peace, prosperity and happiness.

Appendix 2—Statement on the Director-General's Report by Mr. H. W. Macdonnell, Employers' Adviser

I propose to confine my remarks to one of the many important questions dealt with in the Director-General's Report, which, let me say, seems to be well up to the standard of excellence we have come to expect from him. The question I wish to refer to, on behalf of the employers of Canada, is the urgent need for increased production.

The Director-General points out that though economic progress has been on the whole greater than might have been anticipated, "statesmen are still haunted by the gravest anxieties, one of the chief of which is the grave threat of continued inflation in the leading industrial economies arising from the upward spiral of wages and prices, which brings to the parties concerned, at most only temporary advantages; and to the community as a whole, a steady reduction in the real value of their savings".

The Report goes on to point out that wage increases arising from increases in production are sound and proper, but that nothing could be more unsound than wage increases arising from inflationary pressures, which are, in effect, agreements between employers and workers to increase their money incomes, regardless of the effect on the economy as a whole.

The Director-General expresses the opinion that these fundamental issues are being more widely understood and the fundamental truth recognized that "we cannot share what has not yet been produced". He calls for, and rightly calls for, "courageous leadership, the collaboration of all who can educate, or stimulate an understanding of what is at stake, and finally a voluntary discipline whereby collective wisdom triumphs over selfish interest"; and he finds evidence that this voluntary discipline and collective wisdom are beginning to manifest themselves.

It will be agreed that there is a considerable amount of evidence to support the Director-General's hopeful view. In recent years both political and labour leaders in the United States, the United Kingdom and Canada, and no doubt in certain other countries, have emphasized the imperative need for increased production. One thinks of the "work or want" campaign which is in progress in the United Kingdom at the present moment.

What is somewhat disturbing, however, is that so little attention seems to have been paid to this subject by those who have so far participated in the discussion, notwithstanding the very great importance attached to it by the Director-General. With the exception of the British Minister of Labour and a very few others, the speakers have "passed by on the other side", so far as the imperative need for increased production is concerned.

We are meeting at a time when the United States, recognizing that Europe is in desperate need of assistance to recover from the ravages of war, has come forward with an offer of peace-time lend-lease. Can it be doubted that there is no less urgent need for the recipients of peace-time lend-lease to increase production to the maximum than there was for the recipients of war-time lend-lease? The battle of anti-inflation and reconstruction requires fully as much effort on the production front as the battle against Nazism, and where should leadership be looked for if not from the International Labour Organization, where the two partners in production sit in conference with Governments?

But it is not only because of its bearing on the immediate problems of anti-inflation and reconstruction that this Organization should be vitally concerned about increased production. Anti-inflation and reconstruction, are, we hope, short-term problems; but there is a long-term continuing problem of vital importance to the International Labour Organization,

namely, social security, with which the maintenance of maximum production has everything to do. It is right and proper that the Organization should assume leadership in the field of social insurance, but its Members should not lose sight of the fact that, as the Director-General has pointed out, "we cannot share what has not yet been produced"; that social insurance measures are, so to speak, a function of national income, a dividend paid out of national profits, and if the profits are not earned the dividend cannot be paid.

The total amount of wages and salaries paid in Canada doubled during the war. No one will suppose this was unrelated to the fact that during the same period the total value of production also doubled. As it is with wages, so it is with social insurance benefits. This has been pointed out nowhere more clearly or convincingly than in Lord Beveridge's famous Report on his "cradle to grave" insurance scheme.

I have ventured to underline this one passage in the Report before us for a further reason. This Organization, I think it might fairly be said, confined itself in its early years almost entirely to social and industrial questions. As time went on, however, it found itself inevitably drawn more and more into the consideration of economic questions, or, at any rate, the economic aspect of social and industrial questions. The need for increased production at the present time is a striking case in point.

It is for the Conference, I respectfully suggest, to take up what the Director-General has said and by a special Resolution, or otherwise, to show that it appreciates its special urgency under present world conditions. It is by such action, even more than by pious declarations of belief in social justice and international co-operation, that we shall demonstrate to the world, and in particular to the Economic and Social Council of the United Nations, who appear to have some doubt in the point, that we are competent in this Organization to deal with all questions involving the relations between employers and workers, including the economic aspects of such questions. Let the Conference put the full weight of its moral authority behind the Director-General's call for increased production.

Appendix 3—Statement on the Director-General's Report by Mr. Carl E. Berg, Workers' Delegate

Mr. President, as the workers' delegate from Canada, it is indeed a pleasure to congratulate the Director-General upon the splendid Report submitted. I feel, however, that I would be remiss in my duties did I not also include in my congratulations the entire staff of the I.L.O. which has co-operated in the preparation of that Report, and who have always stood ready to supply us with valuable and needed information from time to time, thereby greatly assisting us with our work.

The Canadian worker appreciates that the I.L.O. is the only official international body where representatives of the three partners, labour, employers and governments, sit together and work out their joint problems. We are also appreciative of the fact that this organization has withstood the test of time, and that even after the most destructive war the world has ever known, here are the three partners again, in Geneva, meeting in a most friendly and democratic atmosphere, seeking to find a common solution to the many complex problems confronting us, some old and some new, with a common determination on the part of all to co-operate with each other to make this a better world for all mankind. Canadian labour, for whom I speak, very early, yes, since the very inception of the I.L.O., set forth its support of the principles of international co-operation; in this respect we have never faltered. Perhaps being one of the youngest nations in the world, which has drawn its people from all nations and races,

inheriting from them that which was best in all of them, assimilating them into one mighty nation, almost a United Nation of its own, it would only be natural that Canada should stand foremost among the nations of the world in respect to Freedom and Liberty, as well as in social legislation, with a standard of living for its workers and farmers of which we are very proud, but which we are continually seeking to improve.

In order to do this we realize that we must turn our eyes to the rest of the world if we are to retain and further improve our standard of living, social laws, and maintain our guarantees of freedom. Security of nations is now generally recognized as indivisible. That we believe is just as true of economic security, and hence we have always been found ready to support the principles of the I.L.O. as the most effective weapon both for peace and social security.

Democracy with us begins at home; we do not claim that our Government or its institutions are perfect by any means. It is, however, the Government that we as a people have ourselves elected by an open and free ballot, with no limitations upon political parties which may participate, and which the people themselves would change, should ever any tendencies develop that would endanger the democracy we have and hold dear.

As a democratic nation, and of its own free will, Canada entered the war on the side of other democratic nations almost at the beginning. The part that our country played in that war need not be emphasized at this time; it speaks for itself. But what I do wish to bring out is that only a really free and democratic nation, completely free of race hatred and national prejudices among the many nationalities that go to make up our nation, could have played the part we did.

I am not seeking to export our particular brand of freedom or democratic ideals; I realize that all nations have their own interpretation of such matters, and are entitled to have their opinions respected. But I firmly believe in the philosophy enunciated by the American Federation of Labour, of which I am proud to be a member, wherein it states; "Without freedom from fear of tyranny by absolutist bureaucrats or dictators, and without freedom from want, there can be no political or industrial democracy within nations, or just relations and enduring peace between nations. Only by removing the political, economic and social ills and maladjustments afflicting humanity will mankind be able to reach that long-hoped-for stage of civilization in which peace and plenty shall truly prevail".

I wish to say that just as we stood ready to defend democracy when it was in danger, so will our nation be ready and willing to do everything within our power to assist international bodies such as the I.L.O. in their work, in any plans that will tend to alleviate the suffering which we know that so many people of various races and nationalities are enduring as a result of the after-effects of war.

We are one of the largest nations in the world so far as territory goes, but with only a population of little better than 12 millions; we cannot overlook the fact that 12 millions of people are not sufficient to hold such a large country as Canada, and that there is a general recognition that our country can and should maintain a far larger population than we have at present. Organized labour's policy in Canada is not in favour of closing the door to immigration; we realize that there are many unfortunate workers, in Europe in particular, and especially among the displaced persons, who must be provided for, many of whom would become good Canadian citizens, if they were allowed to enter our country and were found the means to do so. But we say that any immigration policy must be based upon what number Canada can absorb without displacing our own people in employment or reducing their wage standards. This we believe is not

only fair to our own people but to the immigrant as well. We base our opinions in this respect on experience gained over a long period of time, and what we think is in the national interest of Canada—ever mindful that we owe much to those who are less fortunate than we and who gave of their sons and daughters to Canada that we might become the great nation that we are today.

There are many great issues before this 30th Conference of the International Labour Conference, but in my opinion, and I dare say in the opinion of those whom I represent, there are none greater than that of freedom of association and industrial relations. To the workers the world over this is of the utmost importance; it constitutes a Charter of Freedom, not to the workers alone, but to all sections of the world's people. It is in line with what we promised our people during the dark days when democracy was in danger. Therefore, I sincerely hope and trust that unanimity may be found among all the parties here to a Resolution that will expedite an early Convention to guarantee these rights to those of us who already enjoy them, and to others who are not so fortunate, for all time to come.

I feel sure that if it were possible for the spirits of the great Samuel Gompers, of the American Federation of Labour, and Tom Moore, the late President of the Trades and Labour Congress of Canada, and the many others who helped to form this great organization, to be with us today, they would endorse the statements contained in the Article on Human Rights submitted by the American Federation of Labour to the Economic and Social Council, on the Guarantees for the Exercise and Development of Trade Union Rights, wherein it states: "Freedom of expression and association is vital to the preservation of the basic liberties and the enhancement of the spiritual and material progress of the human race. These rights must be inviolate for those who oppose, no less than for those who support, a ruling party or a régime at any specific moment." Genuine freedom means the right of association into various, differing, educational, religious, economic, political and trade union organizations, without fear of direct or indirect control and compulsion by Governmental or any other agencies.

We must not fail, as the eyes of the world are upon us. Millions of men and women throughout the world are hoping and praying that their sacrifices shall not have been in vain, and that the men and women whom they send to these conferences shall not fail to reach an agreement on matters of vital importance to them and to generations to come.

It is your and my God-given duty to leave this world just a little better than we found it. I hope and pray that we may find a way to reconcile any differences that may exist between us, and be able to come to decisions at this Conference that will live long after we have joined those who pioneered in the great work of betterment for humanity and the principles for which the I.L.O. stands.

Appendix 4—Statement on Freedom of Association by Mr. V. C. Phelan, Government Adviser

The Canadian Government delegation proposes to vote in support of the Report, but feels that its vote should not only be recorded but should be vocal in the sense that a brief statement of our position in regard to the matter should be made.

The proposal made by our delegation is not only that we should vote for the Report, but that in voting for it we should feel that the Committee and the Conference have really accomplished something by the Report and should feel that they are voting for a Report which they agree with and strongly support in all particulars.

In Canada we have been fortunate in being one of those countries where freedom of all sorts is traditional, and has been for generations. Our battles for freedom were won by our forefathers—perhaps abroad rather than at home—many years ago. One of the benefits to-day handed down by those earlier peoples is the feeling on the part of Government and on the part of the public that the workers and the employers of Canada, as elsewhere, have every right to organize within the law. And when I add the qualification “within the law” that is subject only to very general limitations as to public order. The Chairman of the Committee has already been complimented by many speakers on his handling of the work of the Committee, and I wish to associate myself with the words already spoken in regard to Mr. Morse, as also indeed in connection with the kindly and well deserved references to Sir Guildhaume Myrddin-Evans, whose wisdom and sagacity saved the Committee a great deal of effort and certainly assisted the Chairman of the Committee in producing the Report now before us.

We feel that the present Report and the work of the Committee represents a very timely and very sound summing up of the attitude of the I.L.O. as previously expressed on the whole matter of freedom of association. At the same time we feel that the groundwork this year has been laid, and well-laid, for a Convention next year, and for deliberations and further instruments in later years to modify and clarify the views held by I.L.O. members in regard to this fundamental subject.

I would like to point out that many speakers have made reference to compromises effected during the course of the deliberations of the Committee. I think those representing Governments on the Committee were perhaps in a position to fairly well gauge the sentiment in all quarters, and certainly it was my view that the compromises were not as to principle but rather as to the wording or the expression to be given to those principles. It was heartening to see that there was no fundamental difference within the Committee on the general and overall question of freedom of association. That, I submit, is as it should be in an I.L.O. gathering. The arguments centred mainly around details and the wording to be used in giving expression to the principles, and more particularly to the details. I do suggest that with the follow-up work which will have to be carried out by the Governing Body and the Office, with the subsequent consideration to be given to this subject, the I.L.O. should in 1948 and in 1949 be able to effect in a manner not previously attempted, a setting forth of its views on this fundamental subject, securing the agreement and concurrence of Governments for subsequent domestic legislation which has hitherto not been so easily possible.

The Committee was disturbed, as one of the resolutions recites, by reports that in several countries at the present time freedom of association may not be receiving the recognition in practice that they feel it should. In some cases it was felt by many of us that laws may pay lip-service to the right to organize, though in practice that right is restricted by administrative prescription. Therefore the I.L.O. should, and does, I am sure, welcome the opportunity it has had this year to accomplish something substantial in opening the way to those nations which do not yet give full and practical recognition to the freedom of association, in the hope that its precept may result in benefit for all citizens.

In Canada, as in many other countries, we have found it necessary in late years to embody in law the right to organize, although previously that right was fairly generally recognized in practice. We have found that embodying this principle in laws, rules and regulations has had a beneficial influence, and certainly gives verbal effect to the widely held—I might say the unanimously held—view of our Governments and our people.

Appendix 5—Statement on Freedom of Association by Mr. Harry Taylor, Employers' Delegate

The employers, in approaching this very important subject of freedom of association and industrial relations, announced at the very outset that they accepted the principle of freedom of association. At the time we made the announcement, it was quite clear that there were, and perhaps would continue to be, differences of opinion with regard to the application or the definition of freedom of association. That was inevitable but, as we understand the principle of freedom of association, we accepted it then and we accept it now. It was with that thought that we approached debate in committee, determined to do our full share in seeing to it that something would emerge from the committee that would point the way for things to come.

The employers have, I think, exercised considerable restraint in debate. They have co-operated. They have not at any time tried to be obstructionists, and they have—and I think it is worth repeating—done their very best to present their point of view. A subject of this character is bound to create differences of opinion. Those differences were evident in committee. The employers—and I am speaking on behalf of the group—felt that we should not undertake too much at one time, that it would be far better to take a portion of the problem and do a good job than to take a larger portion and do a poor job.

It was for those reasons that we felt we ought not to go beyond certain parts in the text which was before us. However in the course of debate we agreed to go further than we first thought was possible. Out of this has developed a Resolution—or to be more precise, perhaps—two Resolutions. In some respects these Resolutions go farther than the employers would have liked, and in others they do not go far enough. We are aware of that fact. It is precisely because of that that we had made our position clear, that we should not at this point discuss or present for immediate consideration the details which were involved in Article 8 (2) of the Office text and related sections.

The employers take the position—and feel they are justified in taking the position—that the acceptance of the principle of freedom of association should surely not be at the price of individual liberty. Individual freedom is of equal importance to freedom of association as such. That is the position which we have taken throughout and which we re-affirm here. To be more precise, the question which has been introduced here in this debate by our colleagues from the Workers' group is that of the right not to belong to a trade union. The principle of the "closed shop" and compulsory unionism as such cannot be accepted by the employers, as we understand their application. Yet we have in committee accepted the Resolution in order that a discussion may be brought about at the appropriate time as outlined on those important matters. But we have repeatedly reminded the Committee—and we again remind the Conference—that our acceptance in those circumstances has clearly been without prejudice to the position which we may feel desirable at the appropriate time when the Convention itself is discussed.

We recognize the importance of having a unanimous decision from this Conference, and we do not feel that we wish to reintroduce debate here on those subjects, and so I am urging the Employers' group to accept the Resolution and the report, as you have them before you. However, I did feel it important, as was done in the case of my colleagues in the Workers' group, to make certain statements in order that the records may be quite clear as to how we stand and how we stood in committee; but in spite of that we are going to support the Resolution, with that clear understanding.

Appendix 6—Convention (No. 81) Concerning Labour Inspection in Industry and Commerce

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirtieth Session on 19th June, 1947, and

Having decided upon the adoption of certain proposals with regard to the organization of labour inspection in industry and commerce, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this eleventh day of July of the year one thousand nine hundred and forty-seven the following Convention, which may be cited as the Labour Inspection Convention, 1947:—

PART I. LABOUR INSPECTION IN INDUSTRY

Article 1

Each Member of the International Labour Organization for which this Convention is in force shall maintain a system of labour inspection in industrial workplaces.

Article 2

1. The system of labour inspection in industrial workplaces shall apply to all workplaces in respect of which legal provisions relating to conditions of work and the protection of workers while engaged in their work are enforceable by labour inspectors.

2. National laws or regulations may exempt mining and transport undertakings or parts of such undertakings from the application of this Convention.

Article 3

1. The functions of the system of labour inspection shall be:—

- (a) to secure the enforcement of the legal provisions relating to conditions of work and the protection of workers while engaged in their work, such as provisions relating to hours, wages, safety, health and welfare, the employment of children and young persons, and other connected matters, in so far as such provisions are enforceable by labour inspectors;
- (b) to supply technical information and advice to employers and workers concerning the most effective means of complying with the legal provisions;
- (c) to bring to the notice of the competent authority defects or abuses not specifically covered by existing legal provisions.

2. Any further duties which may be entrusted to labour inspectors shall not be such as to interfere with the effective discharge of their primary duties or to prejudice in any way the authority and impartiality which are necessary to inspectors in their relations with employers and workers.

Article 4

1. So far as is compatible with the administrative practice of the Member, labour inspection shall be placed under the supervision and control of a central authority.

2. In the case of a federal State, the term "central authority" may mean either a federal authority or a central authority of a federated unit.

Article 5

The competent authority shall make appropriate arrangements to promote:—

- (a) effective co-operation between the inspection services and other Government services and public or private institutions engaged in similar activities; and
- (b) collaboration between officials of the labour inspectorate and employers and workers or their organizations.

Article 6

The inspection staff shall be composed of public officials whose status and conditions of service are such that they are assured of stability of employment and are independent of changes of government and of improper external influences.

Article 7

1. Subject to any conditions for recruitment to the public service which may be prescribed by national laws or regulations, labour inspectors shall be recruited with sole regard to their qualifications for the performance of their duties.

2. The means of ascertaining such qualifications shall be determined by the competent authority.

3. Labour inspectors shall be adequately trained for the performance of their duties.

Article 8

Both men and women shall be eligible for appointment to the inspection staff; where necessary, special duties may be assigned to men and women inspectors.

Article 9

Each Member shall take the necessary measures to ensure that duly qualified technical experts and specialists, including specialists in medicine, engineering, electricity and chemistry, are associated in the work of inspection, in such manner as may be deemed most appropriate under national conditions for the purpose of securing the enforcement of the legal provisions relating to the protection of the health and safety of workers while engaged in their work and of investigating the effects of processes, materials and methods of work on the health and safety of workers.

Article 10

The number of labour inspectors shall be sufficient to secure the effective discharge of the duties of the inspectorate and shall be determined with due regard for:—

- (a) the importance of the duties which inspectors have to perform, in particular—
 - (i) the number, nature, size and situation of the workplaces liable to inspection;
 - (ii) the number and classes of workers employed in such workplaces; and
 - (iii) the number and complexity of the legal provisions to be enforced;
- (b) the material means placed at the disposal of the inspectors; and
- (c) the practical conditions under which visits of inspection must be carried out in order to be effective.

Article 11

1. The competent authority shall make the necessary arrangements to furnish labour inspectors with—

- (a) local offices, suitably equipped in accordance with the requirements of the service, and accessible to all persons concerned;
- (b) the transport facilities necessary for the performance of their duties in cases where suitable public facilities do not exist.

2. The competent authority shall make the necessary arrangements to reimburse to labour inspectors any travelling and incidental expenses which may be necessary for the performance of their duties.

Article 12

1. Labour inspectors provided with proper credentials shall be empowered:—

- (a) to enter freely and without previous notice at any hour of the day or night any workplace liable to inspection;
- (b) to enter by day any premises which they may have reasonable cause to believe to be liable to inspection; and
- (c) to carry out any examination, test or enquiry which they may consider necessary in order to satisfy themselves that the legal provisions are being strictly observed, and in particular—
 - (i) to interrogate, alone or in the presence of witnesses, the employer or the staff of the undertaking on any matters concerning the application of the legal provisions;
 - (ii) to require the production of any books, registers or other documents the keeping of which is prescribed by national laws or regulations relating to conditions of work, in order to see that they are in conformity with the legal provisions, and to copy such documents or make extracts from them;
 - (iii) to enforce the posting of notices required by the legal provisions;
 - (iv) to take or remove for purposes of analysis samples of materials and substances used or handled, subject to the employer or his representative being notified of any samples or substances taken or removed for such purpose.

2. On the occasion of an inspection visit, inspectors shall notify the employer or his representative of their presence, unless they consider that such a notification may be prejudicial to the performance of their duties.

Article 13

1. Labour inspectors shall be empowered to take steps with a view to remedying defects observed in plant, layout or working methods which they may have reasonable cause to believe constitute a threat to the health or safety of the workers.

2. In order to enable inspectors to take such steps they shall be empowered, subject to any right of appeal to a judicial or administrative authority which may be provided by law, to make or to have made orders requiring—

- (a) such alterations to the installation or plant, to be carried out within a specified time limit, as may be necessary to secure compliance with the legal provisions relating to the health or safety of the workers; or

- (b) measures with immediate executory force in the event of imminent danger to the health or safety of the workers.

3. Where the procedure prescribed in paragraph 2 is not compatible with the administrative or judicial practice of the Member, inspectors shall have the right to apply to the competent authority for the issue of orders or for the initiation of measures with immediate executory force.

Article 14

The labour inspectorate shall be notified of industrial accidents and cases of occupational disease in such cases and in such manner as may be prescribed by national laws or regulations.

Article 15

Subject to such exceptions as may be made by national laws or regulations, labour inspectors—

- (a) shall be prohibited from having any direct or indirect interest in the undertakings under their supervision;
- (b) shall be bound on pain of appropriate penalties or disciplinary measures not to reveal, even after leaving the service, any manufacturing or commercial secrets or working processes which may come to their knowledge in the course of their duties; and
- (c) shall treat as absolutely confidential the source of any complaint bringing to their notice a defect or breach of legal provisions and shall give no intimation to the employer or his representative that a visit of inspection was made in consequence of the receipt of such a complaint.

Article 16

Workplaces shall be inspected as often and as thoroughly as is necessary to ensure the effective application of the relevant legal provisions.

Article 17

1. Persons who violate or neglect to observe legal provisions enforceable by labour inspectors shall be liable to prompt legal proceedings without previous warning: Provided that exceptions may be made by national laws or regulations in respect of cases in which previous notice to carry out remedial or preventive measures is to be given.

2. It shall be left to the discretion of labour inspectors to give warning and advice instead of instituting or recommending proceedings.

Article 18

Adequate penalties for violations of the legal provisions enforceable by labour inspectors and for obstructing labour inspectors in the performance of their duties shall be provided for by national laws or regulations and effectively enforced.

Article 19

1. Labour inspectors or local inspection offices, as the case may be, shall be required to submit to the central inspection authority periodical reports on the results of their inspection activities.

2. These reports shall be drawn up in such manner and deal with such subjects as may from time to time be prescribed by the central authority; they shall be submitted at least as frequently as may be prescribed by that authority and in any case not less frequently than once a year.

Article 20

1. The central inspection authority shall publish an annual general report on the work of the inspection services under its control.

2. Such annual reports shall be published within a reasonable time after the end of the year to which they relate and in any case within twelve months.

3. Copies of the annual reports shall be transmitted to the Director-General of the International Labour Office within a reasonable period after their publication and in any case within three months.

Article 21

The annual report published by the central inspection authority shall deal with the following and other relevant subjects in so far as they are under the control of the said authority:

- (a) laws and regulations relevant to the work of the inspection service;
- (b) staff of the labour inspection service;
- (c) statistics of workplaces liable to inspection and the number of workers employed therein;
- (d) statistics of inspection visits;
- (e) statistics of violations and penalties imposed;
- (f) statistics of industrial accidents;
- (g) statistics of occupational diseases.

PART II. LABOUR INSPECTION IN COMMERCE

Article 22

Each Member of the International Labour Organization for which this Part of this Convention is in force shall maintain a system of labour inspection in commercial workplaces.

Article 23

The system of labour inspection in commercial workplaces shall apply to workplaces in respect of which legal provisions relating to conditions of work and the protection of workers while engaged in their work are enforceable by labour inspectors.

Article 24

The system of labour inspection in commercial workplaces shall comply with the requirements of Articles 3 to 21 of this Convention in so far as they are applicable.

PART III. MISCELLANEOUS PROVISIONS

Article 25

1. Any Member of the International Labour Organization which ratifies this Convention may, by a declaration appended to its ratification, exclude Part II from its acceptance of the Convention.

2. Any Member which has made such a declaration may at any time cancel that declaration by a subsequent declaration.

3. Every Member for which a declaration made under paragraph 1 of this Article is in force shall indicate each year in its annual report upon the application of this Convention the position of its law and practice in regard to the provisions of Part II of this Convention and the extent to which effect has been given, or is proposed to be given, to the said provisions.

Article 26

In any case in which it is doubtful whether any undertaking, part or service of an undertaking or workplace is an undertaking, part, service or workplace to which this Convention applies, the question shall be settled by the competent authority.

Article 27

In this Convention the term "legal provisions" includes, in addition to laws and regulations, arbitration awards and collective agreements upon which the force of law is conferred and which are enforceable by labour inspectors.

Article 28

There shall be included in the annual reports to be submitted under Article 22 of the Constitution of the International Labour Organization full information concerning all laws and regulations by which effect is given to the provisions of this Convention.

Article 29

1. In the case of a Member the territory of which includes large areas where, by reason of the sparseness of the population or the stage of development of the area, the competent authority considers it impracticable to enforce the provisions of this Convention, the authority may exempt such areas from the application of this Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit.

2. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any areas in respect of which it proposes to have recourse to the provisions of the present Article and shall give the reasons for which it proposes to have recourse thereto; no Member shall, after the date of its first annual report, have recourse to the provisions of the present Article except in respect of areas so indicated.

3. Each Member having recourse to the provisions of the present Article shall indicate in subsequent annual reports any areas in respect of which it renounces the right to have recourse to the provisions of the present Article.

Article 30

1. In respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization as amended by the Constitution of the International Labour Organization Instrument of Amendment, 1946, other than the territories referred to in paragraphs 4 and 5 of the said Article as so amended, each Member of the Organization which ratifies

this Convention shall communicate to the Director-General of the International Labour Office as soon as possible after ratification a declaration stating—

- (a) the territories in respect of which it undertakes that the provisions of the Convention shall be applied without modification;
- (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
- (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
- (d) the territories in respect of which it reserves its decision.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 1 of this Article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 34, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 31

1. Where the subject matter of this Convention is within the self-governing powers of any non-metropolitan territory, the Member responsible for the international relations of that territory may, in agreement with the Government of the territory, communicate to the Director-General of the International Labour Office a declaration accepting on behalf of the territory the obligations of this Convention.

2. A declaration accepting the obligations of this Convention may be communicated to the Director-General of the International Labour Office—

- (a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or
- (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

3. Declarations communicated to the Director-General of the International Labour Office in accordance with the preceding paragraphs of this Article shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications it shall give details of the said modifications.

4. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

5. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 34, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

PART IV. FINAL PROVISIONS

Article 32

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 33

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 34

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 35

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications, declarations and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 36

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications, declarations and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 37

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 38

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides,

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 34 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 39

The English and French versions of the text of this Convention are equally authoritative.

Appendix 7—Recommendation (No. 81) Concerning Labour Inspection

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirtieth Session on 19 June 1947, and

Having decided upon the adoption of certain proposals with regard to the organization of labour inspection in industry and commerce, which is the fourth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation supplementing the Labour Inspection Recommendation, 1923, and the Labour Inspection Convention, 1947.

adopts this eleventh day of July of the year one thousand nine hundred and forty-seven the following Recommendation, which may be cited as the Labour Inspection Recommendation, 1947:

Whereas the Labour Inspection Recommendation, 1923, and the Labour Inspection Convention, 1947, provide for organization of systems of labour inspection and it is desirable to supplement the provisions thereof by further recommendations;

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

I. PREVENTIVE DUTIES OF LABOUR INSPECTORATES

1. Any person who proposes to open an industrial or commercial establishment, or to take over such an establishment, or to commence in such an establishment the carrying on of a class of activity specified

by a competent authority as materially affecting the application of legal provisions enforceable by labour inspectors, should be required to give notice in advance to the competent labour inspectorate either directly or through another designated authority.

2. Members should make arrangements under which plans for new establishments, plant, or processes of production may be submitted to the appropriate labour inspection service for an opinion as to whether the said plans would render difficult or impossible compliance with the laws and regulations concerning industrial health and safety or would be likely to constitute a threat to the health or safety of the workers.

3. Subject to any right of appeal which may be provided by law, the execution of plans for new establishments, plant and processes of production deemed under national laws or regulations to be dangerous or unhealthy should be conditional upon the carrying out of any alterations ordered by the inspectorate for the purpose of securing the health and safety of the workers.

II. COLLABORATION OF EMPLOYERS AND WORKERS IN REGARD TO HEALTH AND SAFETY

4. (1) Arrangements for collaboration between employers and workers for the purpose of improving conditions affecting the health and safety of the workers should be encouraged.

(2) Such arrangements might take the form of safety committees or similar bodies set up within each undertaking or establishment and including representatives of the employers and the workers.

5. Representatives of the workers and the management, and more particularly members of works safety committees or similar bodies where such exist, should be authorized to collaborate directly with officials of the labour inspectorate, in a manner and within limits fixed by the competent authority, when investigations and, in particular, enquiries into industrial accidents or occupational diseases are carried out.

6. The promotion of collaboration between officials of the labour inspectorate and organizations of employers and workers should be facilitated by the organization of conferences or joint committees, or similar bodies, in which representatives of the labour inspectorate discuss with representatives of organizations of employers and workers questions concerning the enforcement of labour legislation and the health and safety of the workers.

7. Appropriate steps should be taken to ensure that employers and workers are given advice and instruction in labour legislation and questions of industrial hygiene and safety by such measures as:

- (a) lectures, radio talks, posters, pamphlets and films explaining the provisions of labour legislation and suggesting methods for their application and measures for preventing industrial accidents and occupational diseases;
- (b) health and safety exhibitions; and
- (c) instruction in industrial hygiene and safety in technical schools.

III. LABOUR DISPUTES

8. The functions of labour inspectors should not include that of acting as conciliator or arbitrator in proceedings concerning labour disputes.

IV. ANNUAL REPORTS ON INSPECTION

9. The published annual reports on the work of inspection services should, in so far as possible, supply the following detailed information:

- (a) a list of the laws and regulations bearing on the work of the inspection system not mentioned in previous reports;
- (b) particulars of the staff of the labour inspection system, including:
 - (i) the aggregate number of inspectors;
 - (ii) the numbers of inspectors of different categories;
 - (iii) the number of women inspectors; and
 - (iv) particulars of the geographical distribution of inspection services;
- (c) statistics of workplaces liable to inspection and of the number of persons therein employed, including:
 - (i) the number of workplaces liable to inspection;
 - (ii) the average number of persons employed in such workplaces during the year;
 - (iii) particulars of the classification of persons employed under the following headings: men, women, young persons, and children;
- (d) statistics of inspection visits, including:
 - (i) the number of workplaces visited;
 - (ii) the number of inspection visits made, classified according to whether they were made by day or by night;
 - (iii) the number of persons employed in the workplaces visited;
 - (iv) the number of workplaces visited more than once during the year;
- (e) statistics of violations and penalties, including:
 - (i) the number of infringements reported to the competent authorities;
 - (ii) particulars of the classification of such infringements according to the legal provisions to which they relate;
 - (iii) the number of convictions;
 - (iv) particulars of the nature of the penalties imposed by the competent authorities in the various cases (fines, imprisonment, etc.);
- (f) statistics of industrial accidents, including the number of industrial accidents notified and particulars of the classification of such accidents:
 - (i) by industry and occupation;
 - (ii) according to cause;
 - (iii) according to whether fatal or non-fatal;
- (g) statistics of occupational diseases, including:
 - (i) the number of cases of occupational disease notified;
 - (ii) particulars of the classification of such cases according to industry and occupation;
 - (iii) particulars of the classification of such cases according to their cause or character such as the nature of the disease, poisonous substance or unhealthy process to which the disease is due.

Appendix 8—Recommendation (No. 82) Concerning Labour Inspection in Mining and Transport Undertakings

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its Thirtieth
Session on 19 June 1947, and

Having decided upon the adoption of certain proposals with regard
to the organization of labour inspection in mining and transport
undertakings, which is included in the fourth item on the agenda
of the session, and

Having determined that certain of these proposals shall take the
form of a Recommendation supplementing the Labour Inspection
Recommendation, 1923, the Labour Inspection Convention, 1947,
and the Labour Inspection Recommendation, 1947,

adopts this eleventh day of July of the year one thousand nine hundred
and forty-seven the following Recommendation, which may be cited as
the Labour Inspection (Mining and Transport) Recommendation, 1947:

Whereas the Labour Inspection Convention, 1947, provides for the
organization of systems of labour inspection and permits the exemption
of mining and transport undertakings from the application thereof by
national laws or regulations; and

Whereas it is nevertheless essential to make adequate provision in
respect of mining and transport undertakings for the effective enforcement
of legal provisions relating to conditions of work and the protection
of workers while engaged in their work;

The Conference recommends that each Member should apply the
following provisions as rapidly as national conditions allow and report
to the International Labour Office as requested by the Governing Body
concerning the measures taken to give effect thereto:

Each Member of the International Labour Organization should apply
to mining and transport undertakings as defined by the competent
authority appropriate systems of labour inspection to ensure the enforce-
ment of legal provisions relating to conditions of work and the protection
of workers while engaged in their work.

Appendix 9—Convention (No. 82) Concerning Social Policy in Non-Metropolitan Territories

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its Thirtieth Session
on the 19th June, 1947, and

Having decided upon the adoption of certain proposals concerning
social policy in non-metropolitan territories, which is included in
the third item on the agenda of the Session, and

Having determined that these proposals shall take the form of an
international Convention,

adopts this eleventh day of July of the year one thousand nine hundred and
forty-seven the following Convention, which may be cited as the Social
Policy (Non-Metropolitan Territories) Convention, 1947:

PART I—OBLIGATIONS OF PARTIES

Article 1

1. Each Member of the International Labour Organization which ratifies this Convention undertakes that the policies and measures set forth in the Convention shall be applied in the non-metropolitan territories for which it has or assumes responsibilities, including any trust territories for which it is the administering authority, other than the territories referred to in paragraphs 2 and 3 of this Article, subject to the concurrence of the Governments of the territories concerned in respect of any matters which are within the self-governing powers of the territories.

2. Where the subject matter of this Convention is wholly or primarily within the self-governing powers of any non-metropolitan territory, the Member responsible for the international relations of that territory may, in agreement with the Government of the territory, communicate to the Director-General of the International Labour Office a declaration accepting on behalf of the territory the obligations of this Convention.

3. A declaration accepting the obligations of this Convention may be communicated to the Director-General of the International Labour Office—

- (a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or
- (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

PART II—GENERAL PRINCIPLES

Article 2

1. All policies designed to apply to non-metropolitan territories shall be primarily directed to the well-being and development of the peoples of such territories and to the promotion of the desire on their part for social progress.

2. Policies of more general application shall be formulated with due regard to their effect upon the well-being of the peoples of non-metropolitan territories.

Article 3

1. In order to promote economic advancement and thus to lay the foundations of social progress, every effort shall be made to secure, on an international, regional, national or territorial basis, financial and technical assistance to the local administrations in order to further the economic development of non-metropolitan territories.

2. The terms under which such assistance is granted shall provide for such control by or co-operation with the local administrations in determining the nature of the economic development and the conditions under which the resulting work is undertaken as may be necessary to safeguard the interests of the peoples of such territories.

3. It shall be an aim of policy for the responsible Government authorities to arrange that adequate funds are made available to provide public or private capital or both for development purposes on terms which secure to the peoples of non-metropolitan territories the fullest possible benefits from such development.

4. In appropriate cases, international, regional, or national action shall be taken with a view to establishing conditions of trade which will encourage production at a high level of efficiency and make possible the maintenance of a reasonable standard of living in non-metropolitan territories.

Article 4

All possible steps shall be taken by appropriate international, regional, national and territorial measures to promote improvement in such fields as public health, housing, nutrition, education, the welfare of children, the status of women, conditions of employment, the remuneration of wage earners and independent producers, the protection of migrant workers, social security, standards of public services and general production.

Article 5

All possible steps shall be taken effectively to interest and associate the peoples of non-metropolitan territories in the framing and execution of measures of social progress, preferably through their own elected representatives where appropriate and possible.

PART III—IMPROVEMENT OF STANDARDS OF LIVING

Article 6

The improvement of standards of living shall be regarded as the principal objective in the planning of economic development.

Article 7

1. All practicable measures shall be taken in the planning of economic development to harmonize such development with the healthy evolution of the communities concerned.

2. In particular, efforts shall be made to avoid the disruption of family life and of traditional social units, especially by:—

- (a) close study of the causes and effects of migratory movements and appropriate action where necessary;
- (b) the promotion of town and village planning in areas where economic needs result in the concentration of population;
- (c) the prevention and elimination of congestion in urban areas;
- (d) the improvement of living conditions in rural areas and the establishment of suitable industries in rural areas where adequate manpower is available.

Article 8

The measures to be considered by the competent authorities for the promotion of productive capacity and the improvement of standards of living of agricultural producers shall include:—

- (a) the elimination to the fullest practicable extent of the causes of chronic indebtedness;
- (b) the control of the alienation of agricultural land to non-agriculturalists so as to ensure that such alienation takes place only when it is in the best interests of the territory;

- (c) the control, by the enforcement of adequate laws or regulations, of the ownership and use of land and resources to ensure that they are used, with due regard to customary rights, in the best interests of the inhabitants of the territory;
- (d) the supervision of tenancy arrangements and of working conditions with a view to securing for tenants and labourers the highest practicable standards of living and an equitable share in any advantages which may result from improvements in productivity or in price levels;
- (e) the reduction of production and distribution costs by all practicable means and in particular by forming, encouraging and assisting producers' and consumers' co-operatives.

Article 9

1. Measures shall be taken to secure for independent producers and wage earners conditions which will give them scope to improve living standards by their own efforts and will ensure the maintenance of minimum standards of living as ascertained by means of official enquiries into living conditions, conducted after consultation with the representative organizations of employers and workers.

2. In ascertaining the minimum standards of living, account shall be taken of such essential family needs of the workers as food and its nutritive value, housing, clothing, medical care and education.

PART IV—PROVISIONS CONCERNING MIGRANT WORKERS

Article 10

Where the circumstances under which workers are employed involve their living away from their homes, the terms and conditions of their employment shall take account of their normal family needs.

Article 11

Where the labour resources of one area of a non-metropolitan territory are used on a temporary basis for the benefit of another area, measures shall be taken to encourage the transfer of part of the workers' wages and savings from the area of labour utilization to the area of labour supply.

Article 12

1. Where the labour resources of a territory are used in an area under a different administration the competent authorities of the territories concerned shall, whenever necessary or desirable, enter into agreements for the purpose of regulating matters of common concern arising in connection with the application of the provisions of this Convention.

2. Such agreements shall provide that the worker shall enjoy protection and advantages not less than those enjoyed by workers resident in the area of labour utilization.

3. Such agreements shall provide for facilities for enabling the worker to transfer part of his wages and savings to his home.

Article 13

Where workers and their families move from low-cost to higher-cost areas, account shall be taken of the increased cost of living resulting from the change.

PART V—REMUNERATION OF WORKERS AND RELATED QUESTIONS

Article 14

1. The fixing of minimum wages by collective agreements freely negotiated between trade unions which are representative of the workers concerned and employers or employers' organizations shall be encouraged.

2. Where no adequate arrangements exist for the fixing of minimum wages by collective agreement, the necessary arrangements shall be made whereby minimum rates of wages can be fixed in consultation with representatives of the employers and workers, including representatives of their respective organizations, where such exist.

3. The necessary measures shall be taken to ensure that the employers and workers concerned are informed of the minimum wage rates in force and that wages are not paid at less than these rates in cases where they are applicable.

4. A worker to whom minimum rates are applicable and who, since they became applicable, has been paid wages at less than these rates shall be entitled to recover, by judicial or other means authorized by law, the amount by which he has been underpaid, subject to such limitation of time as may be determined by law or regulation.

Article 15

1. The necessary measures shall be taken to ensure the proper payment of all wages earned and employers shall be required to keep registers of wage payments, to issue to workers statements of wage payments and to take other appropriate steps to facilitate the necessary supervision.

2. Wages shall normally be paid in legal tender only.

3. Wages shall normally be paid direct to the individual worker.

4. The substitution of alcohol or other spirituous beverages for all or any part of wages for services performed by the worker shall be prohibited.

5. Payments of wages shall not be made in taverns or stores, except in the case of workers employed therein.

6. Unless there is an established local custom to the contrary, and the competent authority is satisfied that the continuance of this custom is desired by the workers, wages shall be paid regularly at such intervals as will lessen the likelihood of indebtedness among the wage earners.

7. Where food, housing, clothing and other essential supplies and services form part of remuneration, all practicable steps shall be taken by the competent authority to ensure that they are adequate and their cash value properly assessed.

8. All practicable measures shall be taken:—

- (a) to inform the workers of their wage rights;
- (b) to prevent any unauthorized deductions from wages; and
- (c) to restrict the amounts deductible from wages in respect of supplies and services forming part of remuneration to the proper cash value thereof.

Article 16

1. The maximum amounts and manner of repayment of advances on wages shall be regulated by the competent authority.

2. The competent authority shall limit the amount of advances which may be made to a worker in consideration of his taking up employment; the amount of advances permitted shall be clearly explained to the worker.

3. Any advance in excess of the amount laid down by the competent authority shall be legally irrecoverable and may not be recovered by the withholding of amounts of pay due to the work at a later date.

Article 17

1. Voluntary forms of thrift shall be encouraged among wage earners and independent producers.

2. All practicable measures shall be taken for the protection of wage earners and independent producers against usury, in particular by action aiming at the reduction of rates of interest on loans, by the control of the operations of money lenders, and by the encouragement of facilities for borrowing money for appropriate purposes through co-operative credit organizations or through institutions which are under the control of the competent authority.

PART VI—NON-DISCRIMINATION ON GROUNDS OF RACE, COLOUR, SEX,
BELIEF, TRIBAL ASSOCIATION OR TRADE UNION AFFILIATION

Article 18

1. It shall be an aim of policy to abolish all discrimination among workers on grounds of race, colour, sex, belief, tribal association or trade union affiliation in respect of:—

- (a) labour legislation and agreements which shall afford equitable economic treatment to all those lawfully resident or working in the territory;
- (b) admission to public or private employment;
- (c) conditions of engagement and promotion;
- (d) opportunities for vocational training;
- (e) conditions of work;
- (f) health, safety and welfare measures;
- (g) discipline;
- (h) participation in the negotiation of collective agreements;
- (i) wage rates, which shall be fixed according to the principle of equal pay for work of equal value in the same operation and undertaking to the extent to which recognition of this principle is accorded in the metropolitan territory.

2. Subject to the provisions of subparagraph (i) of the preceding paragraph, all practicable measures shall be taken to lessen, by raising the rates applicable to the lower-paid workers, any existing differences in wage rates due to discrimination by reason of race, colour, sex, belief, tribal association, or trade union affiliation.

3. Workers from one territory engaged for employment in another territory may be granted in addition to their wages benefits in cash or in kind to meet any reasonable personal or family expenses resulting from employment away from their homes.

4. The foregoing provisions of this Article shall be without prejudice to such measures as the competent authority may think it necessary or desirable to take for the safeguarding of motherhood and for ensuring the health, safety and welfare of woman workers.

PART VII—EDUCATION AND TRAINING

Article 19

1. Adequate provision shall be made in non-metropolitan territories, to the maximum extent possible under local conditions, for the progressive development of broad systems of education, vocational training and apprenticeship, with a view to the effective preparation of children and young persons of both sexes for a useful occupation.

2. Territorial laws or regulations shall prescribe the school-leaving age and the minimum age for and conditions of employment.

3. In order that the child population may be able to profit by existing facilities for education and in order that the extension of such facilities may not be hindered by a demand for child labour, the employment of persons below the school-leaving age during the hours when the schools are in session shall be prohibited in areas where educational facilities are provided on a scale adequate for the majority of the children of school age.

Article 20

1. In order to secure high productivity through the development of skilled labour in non-metropolitan territories, training in new techniques of production shall be provided in suitable cases in local, regional or metropolitan centres.

2. Such training shall be organized by or under the supervision of the competent authorities, in consultation with the employers' and workers' organizations of the territory from which the trainees come and of the country of training.

PART VIII—MISCELLANEOUS PROVISIONS

Article 21

1. In respect of the territories covered by paragraph 1 of Article 1 of this Convention, each Member of the Organization which ratifies this Convention shall append to its ratification, or communicate to the Director-General of the International Labour Office as soon as possible after ratification, a declaration stating—

- (a) the territories in respect of which it undertakes that the provisions of the Convention shall be applied without modification;
- (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
- (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
- (d) the territories in respect of which it reserves its decision.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

adopts this eleventh day of July of the year one thousand nine hundred and forty-seven the following Convention, which may be cited as the Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947:

Article 1

Labour inspection services complying with the requirements of Articles 2 to 5 of this Convention shall be maintained in non-metropolitan territories.

Article 2

Labour inspection services shall consist of suitably trained inspectors.

Article 3

Workers and their representatives shall be afforded every facility for communicating freely with the inspectors.

Article 4

1. Inspectors appointed by the competent authority and provided with credentials shall be required to inspect conditions of employment at frequent intervals.

2. Inspectors shall be authorized by law to exercise the following powers for the purpose of carrying out their duties—

- (a) to enter freely and without previous notice at any hour of the day or night any workplace liable to inspection where they may have reasonable cause to believe that persons enjoying legal protection are employed, and to inspect such workplaces;
- (b) to enter by day any premises which they may have reasonable cause to believe to be liable to inspection; and
- (c) to carry out any examination, test or enquiry which they may consider necessary in order to satisfy themselves that the legal provisions are being strictly observed and, in particular—

- (i) to interrogate, alone or in the presence of witnesses, the employer or the staff of the undertaking on any matters concerning the application of the legal provisions, or to apply for information to any other person whose evidence they may consider necessary;
- (ii) to require the production of any books, registers or other documents the keeping of which is prescribed by laws or regulations relating to conditions of work, in order to see that they are in conformity with the legal provisions, and to copy such documents or make extracts from them;
- (iii) to enforce the posting of notices required by the legal provisions;
- (iv) to take or remove for purposes of analysis samples of materials and substances used or handled, subject to the employer or his representative being notified of any samples or substances taken or removed for this purpose.

3. On the occasion of an inspection visit, inspectors shall notify the employer or his representative of their presence, unless they consider that such a notification may be prejudicial to the performance of their duties.

3. Declarations communicated to the Director-General of the International Labour Office in accordance with the preceding paragraphs of this Article shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications it shall give details of the said modifications.

4. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

5. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 14, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

Article 10

In respect of each territory for which there is in force a declaration specifying modifications of the provisions of this Convention, the annual reports on the application of the Convention shall indicate the extent to which any progress has been made with a view to making it possible to renounce the right to have recourse to the said modifications.

Article 11

If any Convention which may subsequently be adopted by the Conference concerning any subject or subjects dealt with in this Convention so provides, such provisions of this Convention as may be specified in the said Convention shall cease to apply to any territory in respect of which there has been communication to the Director-General of the International Labour Office a declaration—

(a) undertaking that the provisions of the said Convention shall be applied in pursuance of paragraph 2 of Article 35 of the Constitution of the International Labour Organization as amended by the said Convention, or

(b) accepting the obligations of the said Convention in pursuance of Amendment, 1946, or

of paragraph 5 of the said Article 35.

Articles 12-19

(Final Provisions)

Appendix 12—Convention (No. 85) Concerning Labour Inspectorates in Non-Metropolitan Territories

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirtieth Session on 19 June 1947, and

Having decided upon the adoption of certain proposals concerning labour inspectorates in non-metropolitan territories, which is included in the third item on the agenda of the Session, and

Having determined that these proposals shall take the form of an international Convention,

Article 7

1. Machinery shall be created as possible for the settlement of disputes between employers and workers.

2. Representatives of the employers and workers concerned, including representatives of their respective organizations, where such exist, shall be associated where practicable in the operation of the machinery, in such manner and to such extent, but in any case in equal numbers and on equal terms, as may be determined by the competent authority.

Article 8

1. In respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization as amended by the Amendment, 1946, other than the territories referred to in paragraphs 4 and 5 of the said Article as so amended, each Member of the Organization which ratifies this Convention shall append to its ratification, or communicate to the Director-General of the International Labour Office as soon as possible after ratification, a declaration stating—

(a) the territories in respect of which it undertakes that the provisions of the Convention shall be applied without modification;

(b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications;

(c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;

(d) the territories in respect of which it reserves its decision.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 1 of this Article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 14, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 9

1. Where the subject matter of this Convention is within the self-governing powers of any non-metropolitan territory, the Member responsible for the international relations of that territory may, in agreement with the International Labour Office a declaration accepting on behalf of the territory the obligations of this Convention.

2. A declaration accepting the obligations of this Convention may be communicated to the Director-General of the International Labour Office—

(a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or

(b) by an international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

Appendix II—Convention (No. 84) Concerning the Right of Association and the Settlement of Labour Disputes in Non-Metropolitan Territories

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirtieth Session on 19 June, 1947, and Having decided upon the adoption of certain proposals concerning the right of association and the settlement of labour disputes in non-metropolitan territories, which is included in the third item on the agenda of the Session, and Having determined that these proposals shall take the form of an international Convention, adopts this eleventh day of July of the year one thousand nine hundred and forty-seven the following Convention, which may be cited as the Right of Association (Non-Metropolitan Territories) Convention, 1947:

Article 1

This Convention applies to non-metropolitan territories.

Article 2

The rights of employers and employed alike to associate for all lawful purposes shall be guaranteed by appropriate measures.

Article 3

All practicable measures shall be taken to assure to trade unions which are representative of the workers concerned the right to conclude collective agreements with employers or employers' organizations.

Article 4

All practicable measures shall be taken to consult and associate the representatives of organizations of employers and workers in the establishment and working of arrangements for the protection of workers and the application of labour legislation.

Article 5

All procedures for the investigation of disputes between employers and workers shall be as simple and expeditious as possible.

Article 6

1. Employers and workers shall be encouraged to avoid disputes, and if they arise to reach fair settlements by means of conciliation.
2. For this purpose all practicable measures shall be taken to consult and associate the representatives of organizations of employers and workers in the establishment and working of conciliation machinery.
3. Subject to the operation of such machinery, public officers shall be responsible for the investigation of disputes and shall endeavour to promote conciliation and to assist the parties in arriving at a fair settlement.
4. Where practicable, these officers shall be officers specially assigned to such duties.

Article 5

1. The International Labour Conference may, at any session at which the matter is included in its agenda, adopt by a two-thirds majority amendments to the Schedule to this Convention including the provisions of further Conventions in the Schedule or substituting for the provisions of any Convention set forth in the Schedule the provisions of any Convention revising that Convention which may have been adopted by the Conference.

2. Each Member for which this Convention is in force and each territory for which a declaration accepting the obligations of this Convention in pursuance of Article 2 is in force shall, within the period of one year, or, in exceptional circumstances, of eighteen months, from the closing of the session of the Conference, submit any such amendment to the authority or authorities within whose competence the matters lies, for the enactment of legislation or other action.

3. Any such amendment shall become effective for each Member for which this Convention is in force on acceptance by the said Member and for each territory in respect of which a declaration accepting the obligations of the Convention in pursuance of Article 2 is in force on acceptance in respect of the said territory.

4. When any such amendment becomes effective for any Member or for any territory in respect of which the obligations of this Convention have been accepted in pursuance of Article 2, the Member, Members or international authority concerned shall communicate to the Director-General of the International Labour Office a declaration giving, in respect of the Convention or Conventions the provisions of which have been included in the Schedule by the amendment, the particulars required by paragraph 2 of Article 1 or paragraph 3 of Article 2 as the case may be.

5. Any Member which ratifies this Convention after the date of the adoption of any such amendment by the Conference shall be deemed to have ratified the Convention as amended and any territory in respect of which the obligations of the Convention are accepted after that date in pursuance of Article 2 shall be deemed to have accepted the obligations of the Convention as amended.

Articles 6—13

(Final Provisions)

SCHEDULE

(The Schedule to this Convention contains the texts of the following Conventions: Minimum Age (Industry) (Revised), 1937; Minimum Age (Sea) (Revised), 1936; Minimum Age (Trimmers and Stokers), 1921; Medical Examination of Young Persons (Industry), 1946; Medical Examination of Young Persons (Sea), 1921; Night Work of Young Persons (Industry), 1919; Maternity Protection, 1919; Night Work (Women) (Revised), 1934; Underground Work (Women), 1935; Equality of Treatment (Accident Compensation), 1925; Workmen's Compensation (Accidents), 1925; Marking of Weight (Packages Transported by Vessels), 1929; and Weekly Rest (Industry), 1921.

Article 2

1. A declaration accepting the obligations of this Convention in respect of any non-metropolitan territory where the subject matter of the Conventions set forth in the Schedule to this Convention is within the self-governing powers of the territory may be communicated to the Director-General of the International Labour Office by the Member responsible for the international relations of the territory in agreement with the Government of the territory.

2. A declaration accepting the obligation of this Convention may be communicated to the Director-General of the International Labour Office—
 (a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or
 (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

3. Declarations communicated to the Director-General of the International Labour Office in accordance with the preceding paragraph of this Article shall include an undertaking that the provisions of the Conventions set forth in the Schedule to this Convention shall be applied in the territory concerned either without modification or subject to modifications; when the declaration indicates that the provisions of one or more of the said Conventions will be applied subject to modifications it shall give in respect of each such Convention details of the said modifications.

4. The Member, Members or International authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

5. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 8, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of any one or more of the Conventions set forth in the Schedule.

Article 3

The competent authority may, by regulations published beforehand, exclude from the application of any provisions giving effect to any of the Conventions set forth in the Schedule undertakings or vessels in respect of which, from their nature and size, adequate supervision may be impracticable.

Article 4

In respect of each territory for which there is in force a declaration specifying modifications of the provisions of one or more of the Conventions set forth in the Schedule, the annual reports on the application of this Convention shall indicate the extent to which any progress has been made with a view to making it possible to renounce the right to have recourse to the said modifications.

Appendix 10—Convention (No. 83) Concerning the Application of International Labour Standards to Non-Metropolitan Territories

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirtieth Session on 19 June, 1947, and Having decided upon the adoption of certain proposals concerning the application of international labour standards in non-metropolitan territories, which is included in the third item on the agenda of the Session, and Having determined that these proposals shall take the form of an international Convention,

adopts this eleventh day of July of the year one thousand nine hundred and forty-seven the following Convention, which may be cited as the Labour Standards (Non-Metropolitan Territories) Convention, 1947:

Article 1

1. Each Member of the International Labour Organization which ratifies this Convention shall communicate to the Director-General of the International Labour Office with its ratification a declaration stating, in respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization as amended by the Constitution of the International Labour Organization Instrument of Amendment, 1946, other than the territories referred to in paragraphs 4 and 5 of the said Article as so amended, the extent to which it undertakes that the provisions of the Convention set forth in the Schedule to this Convention shall be applied in respect of the said territories.

2. The aforesaid declaration shall state in respect of each of the Conventions set forth in the Schedule to this Convention—

(a) the territories in respect of which the Member undertakes that the provisions of the Convention shall be applied without modification;

(b) the territories in respect of which the Member undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;

(c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;

(d) the territories in respect of which the Member reserves its decision.

3. The undertakings referred to in subparagraphs (a) and (b) of paragraph 2 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

4. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 2 of this Article.

5. Any Member may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 8, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 1 of this Article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 27, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 22

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraphs 2 and 3 of Article 1 of this Convention shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications it shall give details of the said modifications.

2. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

3. The Member, Members or international authority concerned may at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 27, communicate to the Director-General a declaration and stating the present position in respect of the application of the Convention.

Article 23

In respect of each territory for which there is in force a declaration specifying modifications of the provisions of this Convention, the annual reports on the application of the Convention shall indicate the extent to which any progress has been made with a view to making it possible to renounce the right to have recourse to the said modifications.

Article 24

If any Convention which may subsequently be adopted by the Conference concerning any subject or subjects dealt with in this Convention so provides, such provisions of this Convention as may be specified in the said Convention shall cease to apply to any territory in respect of which there has been communicated to the Director-General of the International Labour Office a declaration—

(a) undertaking that the provisions of the said Convention shall be applied in pursuance of paragraph 2 of Article 35 of the Constitution of the International Labour Organization as amended by the Amendment, 1946, or

(b) accepting the obligations of the said Convention in pursuance of paragraph 5 of the said Article 35.

Article 25-22

(Final Provisions)

Article 5

Subject to such exceptions as may be made by law or regulation, labour inspectors—

- (a) shall be prohibited from having any direct or indirect interest in the undertakings under their supervision;
- (b) shall be bound on pain of appropriate penalties or disciplinary measures not to reveal, even after leaving the service, any manufacturing or commercial secrets or working processes which may come to their knowledge in the course of their duties; and
- (c) shall treat as absolutely confidential the source of any complaint bringing to their notice a defect or breach of legal provisions and shall give no intimation to the employer or his representative that a visit of inspection was made in consequence of the receipt of such a complaint.

Article 6

1. In respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization as amended by the Constitution of the International Labour Organization Instrument of Amendment, 1946, other than the territories referred to in paragraphs 4 and 5 of the said Article as so amended, each Member of the Organization which ratifies this Convention shall append to its ratification, or communicate to the Director-General of the International Labour Office as soon as possible after ratification, a declaration stating—

- (a) the territories in respect of which it undertakes that the provisions of the Convention shall be applied without modification;
- (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
- (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
- (d) the territories in respect of which it reserves its decision.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of subparagraphs (b), (c) or (d) of paragraph 1 of this Article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 12, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 7

1. Where the subject matter of this Convention is within the self-governing powers of any non-metropolitan territory, the Member responsible for the international relations of that territory may, in agreement with the Government of the territory, communicate to the Director-General of the International Labour Office a declaration accepting on behalf of the territory the obligations of this Convention.

2. A declaration accepting the obligations of this Convention may be communicated to the Director-General of the International Labour Office—

- (a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or
- (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

3. Declarations communicated to the Director-General of the International Labour Office in accordance with the preceding paragraphs of this Article shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications it shall give details of the said modifications.

4. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

5. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 12, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

Article 8

In respect of each territory for which there is in force a declaration specifying modifications of the provisions of this Convention, the annual reports on the application of the Convention shall indicate the extent to which any progress has been made with a view to making it possible to renounce the right to have recourse to the said modifications.

Article 9

When a declaration undertaking that the provisions of the Labour Inspection Convention, 1947, shall be applied in respect of any territory has been communicated to the Director-General of the International Labour Office in pursuance of Article 30 of that Convention, or a declaration accepting the obligations of that Convention in respect of any territory has been so communicated in pursuance of Article 31 thereof, the provisions of this Convention shall cease to apply in respect of such territory.

Articles 10-17

(Final Provisions)

Appendix 13—Convention (No. 86) Concerning the Maximum Length of Contracts of Employment of Indigenous Workers

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirtieth Session on 19 June 1947, and

Having decided upon the adoption of certain proposals concerning the maximum length of contracts of employment of indigenous workers, which is included in the third item on the agenda of the Session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this eleventh day of July of the year one thousand nine hundred and forty-seven the following Convention, which may be cited as the Contracts of Employment (Indigenous Workers) Convention, 1947:

Article 1

For the purposes of this Convention—

- (a) the term “worker” means an indigenous worker, that is to say a worker belonging to or assimilated to the indigenous population of a non-metropolitan territory;
- (b) the term “employer” includes, unless the contrary intention appears, any public authority, individual, company or association, whether non-indigenous or indigenous;
- (c) the term “regulations” means the law and/or regulations in force in the territory concerned; and
- (d) the term “contract” means, unless the contrary intention appears, a contract of employment by which a worker enters the service of an employer as a worker for remuneration in cash or in any other form whatsoever, but does not include contracts of apprenticeship made in accordance with special provisions relating to apprenticeship contained in the regulations.

Article 2

1. The competent authority may exclude from the application of this Convention—

- (a) contracts by which a worker enters the service of an indigenous employer who does not employ more than a limited number of workers prescribed by the regulations or satisfy some other criterion prescribed thereby;
- (b) any contract under which the only or principal remuneration granted to the worker is the occupancy or use of land belonging to his employer.

2. The competent authority may, after consultation with the employers' and workers' organizations representative of the interests concerned, exclude from the application of this Convention contracts entered into between employers and literate workers whose freedom of choice in employment is satisfactorily safeguarded; such exclusion may apply to the whole of the workers in a territory, to the workers in any specified industry, to the workers in any specified undertaking, or to special groups of workers.

Article 3

1. The regulations shall prescribe the maximum period of service which may be stipulated or implied in any contract, whether written or oral.

2. The maximum period of service which may be stipulated or implied in any contract for employment not involving a long and expensive journey

shall in no case exceed twelve months if the workers are not accompanied by their families or two years if the workers are accompanied by their families.

3. The maximum period of service which may be stipulated or implied in any contract for employment involving a long and expensive journey shall in no case exceed two years if the workers are not accompanied by their families or three years if the workers are accompanied by their families.

Article 4

1. When a contract made in one territory (hereinafter called the territory of origin) relates to employment in a territory under a different administration (hereinafter called the territory of employment), the maximum period of service which may be stipulated or implied therein shall not exceed either the maximum period prescribed by the regulations of the territory of origin or the maximum period prescribed by the regulations of the territory of employment.

2. The competent authorities of the territories of origin and of employment shall, whenever necessary or desirable, enter into agreements for the purpose of regulating matters of common concern arising in connection with the application of the provisions of this Convention.

Article 5

This Convention does not apply to contracts entered into before the coming into force of the Convention for the territory where the question of its applicability arises.

Article 6

1. In respect of the territories referred to in Article 35 of the Constitution of the International Labour Organization as amended by the Constitution of the International Labour Organization Instrument of Amendment, 1946, other than the territories referred to in paragraphs 4 and 5 of the said Article as so amended, each Member of the Organization which ratifies this Convention shall append to its ratification, or communicate to the Director-General of the International Labour Office as soon as possible after ratification, a declaration stating—

- (a) the territories in respect of which it undertakes that the provisions of the Convention shall be applied without modification;
- (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
- (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
- (d) the territories in respect of which it reserves its decision.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any Member may at any time by a subsequent declaration cancel in whole or in part any reservations made in its original declaration in virtue of sub-paragraphs (b), (c) or (d) of paragraph 1 of this Article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 11, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 7

1. Where the subject matter of this Convention is within the self-governing powers of any non-metropolitan territory, the Member responsible for the international relations of that territory may, in agreement with the Government of the territory, communicate to the Director-General of the International Labour Office a declaration accepting on behalf of the territory the obligations of this Convention.

2. A declaration accepting the obligations of this Convention may be communicated to the Director-General of the International Labour Office—

- (a) by two or more Members of the Organization in respect of any territory which is under their joint authority; or
- (b) by any international authority responsible for the administration of any territory, in virtue of the Charter of the United Nations or otherwise, in respect of any such territory.

3. Declarations communicated to the Director-General of the International Labour Office in accordance with the preceding paragraphs of this Article shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications it shall give details of the said modifications.

4. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

5. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 11, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

Article 8

In respect of each territory for which there is in force a declaration specifying modifications of the provisions of this Convention, the annual reports on the application of the Convention shall indicate the extent to which any progress has been made with a view to making it possible to renounce the right to have recourse to the said modifications.

Articles 9-16

(Final Provisions)

Appendix 14—Resolution Concerning Freedom of Association and Protection of the Right to Organize and to Bargain Collectively

Whereas the Preamble to the Constitution of the International Labour Organization expressly declares "recognition of the principle of freedom of association" to be a means of improving conditions of labour and of establishing peace; and

Whereas the Declaration of Philadelphia reaffirms that "freedom of expression and of association are essential to sustained progress" and recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve, among other things: "the effective recognition of the right of collective bargaining, the co-operation of management and labour in the continuous improvement of productive efficiency, and the collaboration of workers and employers in the preparation and application of social and economic measures"; and

Whereas it also affirms that the principles set forth in this Declaration are fully applicable to all peoples everywhere and that, while the manner of their application must be determined with due regard to the stage of social and economic development reached by each people, their progressive application to peoples who are still dependent, as well as to those who have already achieved self-government, is a matter of concern to the whole civilized world; and

Whereas standards of living, normal functioning of national economy and social and economic stability depend to a considerable degree on a properly organized system of industrial relations founded on the recognition of freedom of association; and

Whereas, moreover, in many countries, employers' and workers' organizations have been associated with the preparation and application of economic and social measures; and

Whereas the International Labour Conference, the Regional Conferences of the American States Members of the International Labour Organization and the various Industrial Committees have, in numerous Resolutions, called the attention of the States Members of the International Labour Organization to the need for establishing an appropriate system of industrial relations founded on the guarantee of the principle of freedom of association.

The General Conference of the International Labour Organization:

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirtieth Session on 19 June 1947,

adopts this eleventh day of July of the year one thousand nine hundred and forty-seven, the following Resolution:

I. FREEDOM OF ASSOCIATION

1. Employers and workers, without distinction whatsoever, should have the inviolable right to establish or join organizations of their own choosing without previous authorization.

2. Employers' and workers' organizations should have the right to draw up their constitutions and rules, to organize their administration and activities and to formulate their programs; there should be no interference on the part of the public authorities which would restrict this right or impede the organizations in the lawful exercise of this right.

3. Employers' and workers' organizations should not be liable to be dissolved or have their activities suspended by administrative authority.

4. Employers' and workers' organizations should have the right to establish federations and confederations as well as the right of affiliation with international organizations of employers and workers.

5. The guarantees defined in paragraphs 1, 2 and 3 herein with regard to the establishment, functioning, dissolution and suspension of employers' and workers' organizations should apply to federations and confederations of such organizations.

6. The acquisition of legal personality by employers' and workers' organizations should not be made subject to conditions of such a character as to restrict freedom of association as hereinbefore defined.

7. The acquisition and exercise of the rights as outlined in this part should not exempt the employers' and workers' organizations from their full share of responsibilities and obligations.

II. PROTECTION OF THE RIGHT TO ORGANIZE AND TO BARGAIN COLLECTIVELY

8. There should be agreement between organized employers and workers mutually to respect the exercise of the right of association.

9. (1) Where full and effective protection is not already afforded appropriate measures should be taken to enable guarantees to be provided for:

- (a) the exercise of the right of freedom of association without fear of intimidation, coercion or restraint from any source with the object of:
 - (i) making the employment of the worker conditional on his not joining a trade union or on his withdrawing from a trade union of which he is a member;
 - (ii) prejudicing a worker because he is a member or agent or official of a trade union;
 - (iii) dismissing a worker because he is a member or agent or official of a trade union.
- (b) the exercise of the right of association by workers' organizations in such a way as to prevent any acts on the part of the employer or employers' organizations or their agents with the object of:
 - (i) furthering the establishment of trade unions under the domination of employers;
 - (ii) interfering with the formation or administration of a trade union or contributing financial or other support to it;
 - (iii) refusing to give practical effect to the principles of trade union recognition and collective bargaining.

(2) It should be understood, however, that a provision in a freely concluded collective agreement making membership of a certain trade union a condition precedent to employment or a condition of continued employment does not fall within the terms of this Resolution.

10. Appropriate agencies should be established, if necessary, for the purpose of ensuring the protection of the right of association as defined in paragraph 9 herein.

Appendix 15—List of Points which might form a Basis of Discussion by the Conference

I. FREEDOM OF ASSOCIATION

1. Desirability of drawing up a proposed international Convention concerning freedom of association.

2. Need to provide that employers and workers, without distinction whatsoever, should have the inviolable right to establish or join organizations of their own choosing without previous authorization.

3. (1) Need to provide that employers' and workers' organizations should have the right to draw up their constitutions and rules, to organize their administration and activities and to formulate their programs.

(2) Need to provide further that the public authorities should refrain from any interference which would restrict this right or impede the organizations in the lawful exercise of this right.

4. Need to provide that employers' and workers' organizations may not be dissolved or suspended by administrative authority.

5. Need to recognize the right of employers' and workers' organizations to establish federations and confederations of such organizations and to affiliate with international organizations of employers and workers.

6. Need to provide that the guarantees defined in paragraphs 2, 3 and 4 with regard to the establishment, functioning, dissolution and suspension of employers' and workers' organizations should apply to federations and confederations of such organizations.

7. Need to provide that the acquisition of legal personality by employers' and workers' organizations should not be made subject to conditions of such a character as to restrict freedom of association as hereinbefore defined.

8. Desirability of providing that the acquisition and exercise of the rights as outlined in this Part should not exempt employers' and workers' organizations from their full share of responsibilities and obligations.

II. PROTECTION OF THE RIGHT TO ORGANIZE

1. Desirability of drawing up a proposed Convention concerning the protection of the right to organize.

2. Need to provide that where full and effective protection is not already afforded appropriate measures should be taken to enable guarantees to be provided for the exercise of the right of freedom of association without fear of intimidation, coercion or restraint from any source.

3. Desirability of making such provision as may be necessary for the establishment of appropriate agencies for the purpose of ensuring the protection of the right of association.

Appendix 16—Resolution Concerning the Agenda of the Next Session of the Conference

The Conference,

Having approved the report of the Committee appointed to consider the seventh item on its Agenda,

Decides:

(1) to place on the Agenda of its next General Session, the question of freedom of association and of the protection of the right to organize with a view to the adoption of one or several Conventions at that Session, and

(2) to place on the Agenda of its next General Session, as one item for first discussion: the application of the principles of the right to organize and to bargain collectively, collective agreements, conciliation and arbitration and co-operation between the public authorities and employers' and workers' organizations.

Appendix 17—Resolution Concerning International Machinery for Safeguarding Freedom of Association

The Conference,

(1) Recalling the references to freedom of association in the Declaration of Philadelphia and the Constitution of the International Labour Organization, reaffirms belief in and attachment to the principle of freedom of association in all countries as an essential element in those wider personal freedoms which are the foundation of peace, prosperity and happiness;

(2) Is concerned at the widespread reports that conditions may exist prejudicial to freedom of association in many countries;

(3) Feels that steps should be taken to encourage, expand and universally establish freedom of association both by reminding Governments of all States, whether Members of the I.L.O. or not, of their obligations in this respect under the Constitution of the I.L.O. and/or the Charter of the United Nations, and by other practicable means;

(4) In this connection has noted with interest the proposals made by the W.F.T.U. and the A.F. of L. for the establishment of international machinery for safeguarding freedom of association and feels that these proposals deserve close and careful examination.

(5) Recognizes that the proposals raise issues of great complexity and difficulty including for example,

- (i) questions involving the sovereignty of States;
- (ii) the relationship of any such machinery to the proposals under examination by the United Nations for giving effect to a Bill of Rights and establishing machinery for supervising the exercise of other fundamental freedoms, including freedom of speech, of information and of lawful assembly;
- (iii) the composition, scope, powers (including powers of enquiry and investigation) and procedure of the proposed machinery;
- (iv) the authority under which the proposed machinery would act.

(6) Considers it essential to give to such questions, which may involve changes in the inter-relationship of States, the detailed examination and careful preparation which they merit and without which any international action would be bound to fall and likely to leave the situation worse than it is at present.

(7) Recognizes however that the establishment in consultation with the United Nations of permanent international machinery may be an indispensable condition for the full observance of freedom of association throughout the world and that any such machinery should, if established, operate under the guarantees provided by the tripartite Constitution of the International Labour Organization.

(8) Accordingly requests the Governing Body to examine this question in all its aspects and to report back to the Conference at the 31st Session in 1948.

Appendix 18—Resolution concerning European and World Reconstruction

The International Labour Conference, assembled in its 30th Session at Geneva while the Ministers of Foreign Affairs of the United Kingdom, the Union of Soviet Socialist Republics and France are meeting in Paris to examine, as suggested by United States Secretary of State Marshall, means for speedy reconstruction of a devastated Europe, which is a first condition of world reconstruction, welcomes with great satisfaction this event of decisive importance for the future of the world.

Aware of the growing poverty imposed on the peoples by the economic disorganization caused by the war and prolonged by their divisions, the Conference, in accordance with the unbroken tradition of the International Labour Organization, declares that only close and confident co-operation among the nations can ensure the termination of these hardships, a return to prosperity and the establishment of a stable and lasting peace.

In this spirit, in the spirit of the Agreement between the International Labour Organization and the United Nations, and in the conviction that questions relating to labour will be of primordial importance in connection with the action to be undertaken, the Conference affirms its readiness, within the scope of its functions, to make its full contribution, and that of the forces which it presents to the great work of world reconstruction of which this date should be the starting point.

Appendix 19—Resolution concerning Welfare Facilities for Workers

Whereas the Declaration of Philadelphia reaffirms the fundamental principle that labour is not a commodity and recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve adequate protection for the life and health of workers in all occupations and the provision of adequate nutrition, housing and facilities for recreation and culture;

Whereas it is desirable to encourage the establishment in undertakings of services, amenities and facilities designed to meet the needs of the workers in these respects; and

Whereas such policies result in increased efficiency and higher productivity,

The International Labour Conference, meeting in its 30th Session—

1. Draws attention to the importance of establishing in undertakings, wherever appropriate, in co-operation with representatives of the workers concerned and under properly qualified management, such services, facilities and amenities as adequate canteens, rest and recreation facilities, sanitary and medical facilities, arrangements for travel to and from work and for the accommodation of workers employed at a distance from their homes, and such other services, amenities and facilities as contribute to improve the conditions under which workers are employed; and

2. Requests the Governing Body—

- (a) to instruct the International Labour Office to expand its studies of the administration and working of such services, facilities and amenities;
- (b) to consider the desirability of placing the question or such aspects of it as may be appropriate, on the agenda of an early session of the Conference; and
- (c) to refer to future Regional Conferences and to the Industrial Committees for consideration such aspects of the question as may present special problems in particular regions or industries.

Appendix 20—Resolution concerning Maintenance of Rights of Migrant Workers under Social Insurance Schemes

Whereas the General Conference of the International Labour Organization adopted at its 19th Session a Convention (No. 48), concerning the establishment of an international scheme for the maintenance of rights under invalidity, old-age, widows' and orphans' insurance;

Whereas by the adoption of this Convention the General Conference of the International Labour Organization thereby recognized as useful and equitable the establishment by the Members of the Organization of standards guaranteeing to migrants and their dependants the maintenance of rights acquired with insurance institutions, either in a single country or in two or more countries successively or alternately;

Whereas the adoption of this Convention represented a measure of social progress intended to protect migrants and their dependants against occupational and social risks and against poverty;

Whereas social protection of migrants in the spirit of the said Convention is of quite special importance at present, since the recent war has caused a considerable increase in the migration of wage-earners from one country to another and the effects of this increase are still being felt,

The Conference,

Requests the Governing Body to have prepared as soon as possible a periodical report on the application of the above-mentioned Convention with a view to re-examining the situation and ascertaining the difficulties which have impeded ratification of the Convention.

Appendix 21—Resolution concerning Women's Work

Whereas in the Declaration of Philadelphia the International Labour Organization affirmed that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material wellbeing and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity";

Whereas the International Labour Organization has since its inception endeavoured to afford to women workers an opportunity for full participation in the economic life of their countries;

Whereas the principles and procedures advocated by the International Labour Organization relate to educational and vocational opportunities, employment opportunities, the recognition of the principle of equal remuneration for work of equal value, conditions of work, and safeguards for motherhood and the health, safety and welfare of women workers; and

Whereas it is important that these principles and procedures should be known and applied as widely as practicable,

The International Labour Conference,

Having been convened at Geneva by the Governing Body of the International Labour Office and having met in its 30th Session on 19 June 1947,

Desires to bring to the attention of States Members of the Organization the following statement of principles and procedures contained in Conventions and Recommendations adopted by the International Labour Conference:

I

1. The Employment (Transition from War to Peace) Recommendation, 1944, enunciates the principles that

'The redistribution of women workers in the economy should be organized on the principle of complete equality of opportunity for men and women on the basis of their individual merit, skill and experience, without prejudice to the provisions of the International Labour Conventions and Recommendations concerning the employment of women.

In order to place women on a basis of equality with men in the employment market, and thus to prevent competition among the available workers prejudicial to the interests of both men and women workers, steps should be taken to encourage the establishment of wage rates based on job content, without regard to sex.

The employment of women in industries and occupations in which large numbers of women have traditionally been employed should be facilitated by action to raise the relative status of these industries and occupations and to improve conditions of work and methods of placement therein.'

2. The Minimum Wage-Fixing Machinery Convention, 1928, provides that 'minimum rates of wages can be fixed for workers employed in certain of the trades or parts of trades (and in particular in home working trades) in which no arrangements exist for the effective regulation of wages by collective agreement or otherwise and wages are exceptionally low', and the Minimum Wage-Fixing Machinery Recommendation, 1928, provides that 'special regard might usefully be had to trades or parts of trades in which women are ordinarily employed.'

3. The Vocational Training Recommendation, 1939, provides that 'Workers of both sexes should have equal rights of admission to all technical and vocational schools'; that 'Appropriate facilities for technical and vocational training should be provided for occupations in which women and girls are mainly employed, including domestic employments and activities'; and that 'Persons of both sexes should have equal rights to obtain the same certificates and diplomas on completion of the same studies.'

4. The Childbirth Convention, 1919, the Childbirth (Agriculture) Recommendation, 1921, the Income Security Recommendation, 1944, and the Medical Care Recommendation, 1944, make provision for maternity protection of women workers, and various other Conventions, including the Night Work (Women) Conventions, 1919 and 1934, the White Lead (Painting) Convention, 1921, and the Underground Work (Women) Convention, 1935, safeguard the health of women workers with regulations as to night work, underground work in mines or occupations involving risks such as those of industrial poisoning, if and when such work threatens the vitality and welfare of women workers.

II

Recognizing that the employment of women and particularly of mothers has physical and psychological consequences for the women themselves and economic and social consequences for society and that the status of women workers is closely related to the social and economic structure and to the technical and industrial development of the different countries,

And considering the desirability of eliminating the inequitable treatment of women workers with full understanding of the specific problems which arise from actual but changing social, economic and industrial conditions in the various parts of the world,

The Conference,

1. Notes with satisfaction the work already done by the Regional Conferences of States Members of the International Labour Organization to further the foregoing principles and procedures as well as to promote the provision of social aids to working mothers, assurance of wages to women adequate to a decent standard of life, and the principle of 'the right to work of every individual irrespective of sex or marital condition', with due regard for occupational qualifications and physical capacity and for the economic and social conditions of every country,

2. Recommends that other Regional Conferences should consider these matters, and

3. Expresses the hope that the Governing Body

(i) will instruct the International Labour Office to continue the detailed study of the employment of women and its effect on the labour market, and to undertake the study of the problems of the employment of mothers of families, industrial home work, the status of domestic workers and the steps to be taken to protect women workers, bearing in mind their role as mothers and home-makers, and

(ii) will consider the desirability of placing these questions on the agenda of future sessions of the Conference.

Appendix 22—Budget for 1948

Part I: Ordinary Budget:

Section I:	Swiss Francs
Ordinary expenses	16,641,171
Section II:	
Capital expenses	1,000
Section III:	
Unforeseen expenses	250,000
Section IV:	
Reserve fund	750,000

Part II: Staff Pensions Fund 469,542

Part III: Staff Retirement and Provident Fund 931,270

Part IV: Restoration to Working Capital Fund

Total 19,042,983

	Gold Francs	Swiss Francs
Contributions from States Members	12,171,576	17,208,347
Supplementary receipts	70,731	100,000
Balance at close of 27th and 28th Financial Periods (1945 and 1946); proportion to be taken in deduction of contributions of States which contributed to the balances...	1,226,919	1,734,636
Total	13,469,226	19,042,983

Appendix 23—Statement of Contributions from States Members for
1948

	Units	Gold Francs
1. Afghanistan	1	17,089.92
2. United States of America.....	150	2,563,486.44
3. Argentine Republic	21	358,888.30
4. Australia	23	393,068.14
5. Austria	3	51,269.75
6. Belgium	19	324,708.46
7. Bolivia	2	34,179.83
8. Brazil	24	410,158.05
9. Bulgaria	4	68,359.67
10. Canada	35	598,147.17
11. Chile	6	102,539.51
12. China	26	444,337.89
13. Colombia	5	85,449.59
14. Costa-Rica	1	17,089.92
15. Cuba	5	85,449.59
16. Denmark	10	170,899.19
17. Dominican Republic	1	17,089.92
18. Egypt	12	205,079.02
19. Ecuador	1	17,089.92
20. Ethiopia	1	17,089.92
21. Finland	4	68,359.67
22. France	80	1,367,193.53
23. United Kingdom	108	1,845,711.26
24. Greece	3	51,269.75
25. Guatemala	1	17,089.92
26. Haiti	1	17,089.92
27. Hungary	4	68,359.67
28. India	48	820,316.11
29. Iraq	3	51,269.75
30. Iran	5	85,449.59
31. Ireland	10	170,899.19
32. Iceland	1	17,089.92
33. Italy	20	341,798.38
34. Liberia	1	17,089.92
35. Luxemburg	1	17,089.92
36. Mexico	11	187,989.11
37. Norway	8	136,719.35
38. New Zealand	8	136,719.35
39. Panama	1	17,089.92
40. Netherlands	10	170,899.19
41. Peru	5	85,449.59
42. Poland	10	170,899.19
43. Portugal	8	136,719.35
44. Siam	5	85,449.59
45. Union of South-Africa	16	273,438.70
46. Sweden	19	324,708.46
47. Switzerland	17	290,528.62
48. Czechoslovakia	7	119,629.43
49. Turkey	10	170,899.19
50. Uruguay	4	68,359.67
51. Venezuela	4	68,359.67
52. Yugoslavia	1	17,089.92

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